

Dear Concerned Employee

Your concerns have reached us. We on the organizing committee understand how it may be frightening/intimidating to put oneself out there. We are your fellow employees, and we do not mean to scare you or otherwise make you feel unwelcome where you work. **We are one team here. Pro-union or not.** Your concerns do not make us feel like you should be less respected. Allow us to respectfully address your concerns.

Concern 1: All raises and bonuses could be frozen

Retaliation is against the law. During negotiations, it is illegal to freeze or cut raises in retaliation. It is also illegal to take away any privileges, benefits, employee discount, and so on. It is lawful to add more benefits, increase wages, and so on. We hope Ascend won't break the law here, and that is our expectation that there will not be retaliation.

Concern 2: Ascend doesn't make enough money

Ascend Wellness **achieved \$142.4M Net Revenue in Q1 2024!** You are concerned that the profit margin must not be good enough in Michigan. Understand that the company is taking in a lot of money in Michigan. Understand that Grand Rapids, MI has already unionized and received an immediate increase, guaranteed raises, increased PTO, and more. We ask for what we think is right and fair, and more pay is definitely fair.

Check the Company's Numbers:

Read about the Grand Rapids Union:



Concern 3: We can't afford to strike and the union will make poor decisions

We decide what to do in our union. **It is unreasonable to ask ourselves to strike without pay. It is not something that we would ever ask of ourselves and our fellow employees.** You too, concerned employee, are included in our union after

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authorization. We are going to collectively decide how our union is structured. How do we appoint stewards, how do we elect leadership, amend our union's constitution, and more. We hope you will help us make the best decisions we can. Best of all, you can hold our union accountable. We will likely set up our union so you may pass things past union leadership and recall poor leadership early. These are things you cannot do with corporate leadership.

Concern 4: Unions could affect employee morale

We do hope our union helps people feel empowered. We would like people to exercise their Weingarten Rights to help protect them from unfair discipline. Ask your coworkers if they have ever been unfairly disciplined or if they know someone who has. Ask that person what that experience was like.

People are struggling financially and aren't paid the wage they ought to be for their labor. We are hard-pressed to spend any time off with our family. We are treated as if we are a bad employee for things like going to the doctor and becoming ill. We work in an environment where we may be terminated 'at will' for any lawful reason.

I am sure some of these things concern you, concerned employee, as well. We, our union's organizers, and your fellow employees, do not mean to hurt anyone's morale. We wish to protect your job and protect you from unfair discipline. You are included and your voice and concerns are taken seriously. Reach out to our organizers and you will be met with, perhaps opposing opinions, but not hostility.

Weingarten Rights:



**Let's keep our jobs here rather than
looking for another.**