

# OUR POSITION ON UNIONS



## OUR BELIEF

A union-free environment  
is best for

- Our Colleagues
- Our Customers
- Our Company

**Why? Here are a few key reasons:**

- **Direct Working Relationship:** Being union-free allows management and colleagues to work directly with one another to create a supportive, safe, and healthy work environment.
- **Stability for Customers:** Being union-free can help reduce the risk of service disruptions to our customers and can help us react quickly to changing customer needs.
- **Collaborative Work Environment:** Unions can oftentimes create an “us vs. them” mentality between colleagues and management. We strive to maintain a collaborative work environment where colleagues and management can speak freely and respectfully with one another.