



April 25, 2017

Dear Clare Rose, Local 812 Employee:

Yesterday, Clare Rose informed Local 812 of its intention to begin permanently replacing striking employees effective today, April 25, 2017. What that means is that striking employees who have been permanently replaced will not automatically have the right to displace permanent replacement workers in the event the strikers subsequently choose to return to work, or in the event the strike is eventually settled, unless a position is available.

For those considering coming to work regardless of the strike, please note that if you are a member of Local 812 and cross the picket line, you may be subject to fines or other sanctions from the Local 812. Union members may be able to avoid fines and discipline related to crossing their union's picket line by resigning from their union completely, or resigning membership to become a financial core member. If you want to do either of these options, you should sign and date two copies of a letter indicating that you wish to resign your membership and give one to the Company and the other to the Union (keep a third copy for yourself). The letter can be brief and need only state that you wish to resign your membership effective immediately.

If you are unaware, a financial core member pays reduced dues and is not subject to union discipline for violating rules about working during a strike *after the financial core status becomes effective*. Financial core status, however, satisfies labor contract requirements for remaining employed. If you elect financial core membership, you may lose various membership rights as spelled out in the union's constitution, such as holding union office or voting on contracts, but you will still enjoy all the benefits of the contract and the union is obligated to continue representing you. **The choice to resign or become a financial core member is yours alone to make, and the Company is not encouraging or suggesting that you do so.** For more information on how a union may be able to fine or discipline its members, or for more information on how to resign from union membership or resign from full membership to become a financial core member, feel free to contact the National Labor Relations Board at **718-330-7713** or the National Right to Work Defense Fund at **800-336-3600**. To avoid fines or sanctions, you may resign from the Union **BEFORE** you cross the picket line if that is what you decide to do.



Clare ROSE Inc.

The decision is entirely yours to make. **You are entitled to make this decision without undue pressure or threats.** The Company simply wants to be sure you know about, and understand, your legal rights and privileges. Whether you resign from the Union or remain a member is entirely your choice and will not make any difference in your wages, benefits, working conditions, or treatment by the Company. We repeat – this information is provided only so that you can be informed of your legal and contractual rights and obligations. The Company is not urging you either to remain a member of the Union or to resign from the Union. As far as the Company is concerned, this is a matter for each employee to decide for himself without pressure from either the Company or Local 812.

If you want to check on your right to resign from the Union, or feel that you received threats or undue pressure, you can contact your own lawyer or call a Regional Office of the National Labor Relations Board and ask for the Information Officer.

If there are any questions we can assist with, please contact Christine Dunne, Director of Human Resources, at 631-650-4323.

Very truly yours,

Sean Rose
President & CEO
Clare Rose, Inc.

Lisa Rose
Vice President
Clare Rose, Inc.