

# Your Rights During a Strike

If you want to return to work, you can come back at any time. The decision to strike or to work is your decision. We want you to know that you are welcome to return to work even if you have chosen to strike for a day, several days, or a week.

**-If you want to continue working** during a strike and avoid potential union fines, charges or discipline from the union for crossing a picket line you can resign from the union. It is important that you understand that the decision to resign from the union is yours alone. The company can neither encourage nor discourage you in this decision.

- Federal labor law gives an individual the right not to join and maintain membership in a union.
- As a bargaining unit member, you are required to financially support the union's efforts to negotiate contracts – but by law you are not required to pay for the union's political or other activities not tied directly to bargaining.
- A person who decides to financially support only matters related to bargaining is known as an Agency Shop employee or "**financial core fee payer**" (or "**core member**"/ "**fee payer**"). Individuals who give proper notice of their intent to be core members pay fees to the union instead of union dues.
- Core members are covered under the contract for all terms and conditions of employment. That includes the same benefits, wages, vacation time and other terms.
- You will not lose any seniority if you resign from the union. The union even must process grievances on behalf of core members.
- Health and pension contributions and benefits are the same for core members as for other members of the union.
- The union cannot threaten or prohibit you from resigning from the union if that's what you want to do. The choice is yours. Any threats or talk about loss of benefits or seniority, etc., are illegal.

**-You can resign from the union** by delivering a letter or notice to the union office in person, or by faxing or mailing it. Your notice does not have to be lengthy or detailed.

If an associate hand delivers his or her notice to the union office, the resignation is effective immediately upon delivery. If the notice is sent by fax, the resignation is effective immediately upon confirmation that the transmission of the fax to the union's fax line is completed. If the notice is sent by mail (certified or regular), the resignation is effective at 12:01 a.m. on the day *after* the notice is postmarked.

*Sample letter to resign from UFCW Local 7*

**(DATE)**

**United Food and Commercial Workers Union**

**Dear Mrs. Cordova:**

This letter constitutes my official notice of resignation from and termination of "Full, Formal Membership" in UFCW Local 7 effective as of the date of this letter.

\_\_\_\_\_  
Name (please print)

\_\_\_\_\_  
EUID #

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
DATE

**UFCW Local 7**

7760 West 38<sup>th</sup> Avenue, Suite 400  
Wheat Ridge, CO 80033

**Fax number:**  
303-403-1387