Union-Free Policy Statement

[Company Name] is committed to treating its employees with respect and dignity and to providing them with excellent benefits, optimum working conditions and competitive wages. [Company Name] understands that at times employees have concerns and suggestions for improvements. The company encourages its employees to speak up and take advantage of the open-door policy its managers follow. The company listens to its employees and takes their comments seriously.

[Company Name] recognizes employees’ right to form or join a union or refrain from doing so. The direct personal relationship between [Company Name] employees and their managers ensures the best environment for achievement of individual and company goals. [Company Name] believes that a third-party influence would erode its well-established successful employee-manager relationship. A union would not benefit the company’s employees, customers or the company.