

Frequently Asked Questions June 11



What are my rights in advocating for or against the union?

You have the legal right to campaign for or against union representation. Acceptable ways to make your voice heard include, among others:

- Working with like-minded colleagues to share your opinions in the form of a letter or a meeting during non-work time
- Doing your own research and creating your own materials to share with your fellow Associates in accordance with CMA CGM's Solicitation and Distribution Policy
- Sharing any personal experiences you may have had with a union



In accordance with federal labor law, CMA CGM strictly prohibits any form of retaliation, discrimination, or adverse action against any employee for supporting, engaging with, or choosing not to engage with a union.

I'm getting a lot of information. How do I know if what I'm hearing is true or not?

CMA CGM is deeply committed to providing all Associates with factual information so that they can be fully informed on what union representation could mean for them. We understand that there may be differing perspectives, and we encourage Associates to review all information thoughtfully.

Continue Asking Questions



It can be common for there to be misinformation during a union organizing campaign. Your manager is available to provide more information and may be able to verify what you are hearing. There are many sources of information for those interested in learning more.

BE INFORMED BEFORE
YOU SIGN SOMETHING

Remember: if you signed a union authorization card,
you can change your mind

CMACGMNorfolkBetterTogether.com

