

## IF NOT NOW, THEN WHEN?

### GEICO:

HAS NOT CONTRIBUTED ANYTHING TO OUR RETIREMENT ACCOUNTS SINCE JAN 2021

GIVES RAISES THAT ARE LESS THAN COST OF LIVING ADJUSTMENTS AND SOMETIMES NOTHING AT ALL

DOES NOT KEEP ITS PROMISES: THE PENSION WAS ELIMINATED IN 2004, WFH AND PROFIT SHARING COULD BE NEXT

MICROMANAGES EMPLOYEES AND CREATES STRESSFUL WORKPLACES BY CONTINUOUSLY THREATENING CORRECTIVE ACTION / SURVEILLANCE

REGULARLY SHOWS FAVORITISM WHEN MAKING HIRING DECISIONS

DOES NOT ALLOW EMPLOYEES FREE USE OF THEIR EARNED PTO

HIRED NEW AGENTS OVER THE PANDEMIC WITH STARTING SALARIES HIGHER THAN TENURED AGENTS

IS REPURPOSING EMPLOYEES AND FORCING THEM INTO OTHER POSITIONS WITHOUT THEIR CONSENT

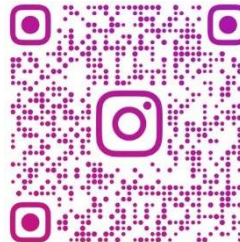
**A UNION CONTRACT CAN CHANGE ALL OF THIS AND MORE**

TO SIGN THE UNION CARD  
SCAN THIS QR CODE  
OR GO TO

**GEICOUNITED.ORG**



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INSTAGRAM**



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FACEBOOK**



**GEICO'S VERY FIRST  
EMPLOYEE-LED  
LABOR UNION**

**FORMING RIGHT  
HERE IN BUFFALO**



**& YOU CAN BE ONE  
OF ITS FOUNDERS**

**LET'S MAKE HISTORY  
&  
IMPROVE OUR  
WORKING  
CONDITIONS**

**VOTE TODAY AT  
WWW.GEICOUNITED.ORG**

## WHAT CAN A UNION DO FOR YOU?

Joining a union simply means that you and your colleagues have a say because you negotiate important elements of employment conditions together. When we organize a union at GEICO, we will be able to collectively ask for benefits that we would never be able to negotiate individually. **Organizing a union in the workplace is about gaining more rights and more power.** Thousands of working people, all across the country and in all kinds of jobs, organize unions every year because unions are the best way to secure the things they care about. **Collective bargaining is how working people gain a voice at work and gain the power to shape their working lives.** We will ask GEICO for:

- Permanent work from home
- Onsite childcare (for those GEICO requires to RTO)
- Higher pay for everyone
- Guaranteed raises based on tenure that are higher than cost of living adjustments
- Guaranteed company match to our 401(k) without losing profit sharing
- Just-cause employment instead of at-will (job security)
- Severance pay and recall clauses in the event of a lay-off (GEICO will be required to offer new positions to laid-off employees before hiring new ones)
- Longer company-paid birth, adoption and disability leave
- Transparent internal hiring (so we all have a fair chance at career growth)
- No more micromanagement & more reasonable metrics and workloads

- The ability to flex our schedules and use earned PTO as we choose (better work/life balance)
- Changes to gating, metrics, job titles, job duties, schedules, bonus or pay must be approved in advance by the union (we employees)
- Company-paid summer picnic and company-paid holiday party for all associates and their families
- The union will provide legal representation to union employees when there are disputes at work
- Several employees from each department will be present at the bargaining table so the individual needs of each department are considered in the contract

## IS PARTICIPATION SAFE?

Organizing a union has been a federal right since 1926. Union signatures are confidential and GEICO has no way of knowing who voted "yes" for a union. **The law makes it illegal for an employer to interfere with, restrain, or coerce employees while unionizing.**

Employers may not:

- Threaten employees with adverse consequences, such as closing the workplace, loss of benefits, or more difficult working conditions, if they support a union, engage in union activity, or select a union to represent them.
- **Question employees about their own or coworkers' union activities or sympathies.**

- **Prohibit employees from talking about the union during working time.**
- Survey their employees to determine the extent of their support for a union.
- **Spy on employees' union activities.**
- Deny off-duty employees' access to outside nonworking areas of work property.
- **Convey the message that selecting a union would be futile.**
- Prohibit employees from wearing union buttons, t-shirts, and other union insignia.
- **Discharge, constructively discharge, suspend, layoff, fail to recall from layoff, demote, discipline, or take any other adverse action against employees because of their protected union activities.**
- Discipline or discharge a union-represented employee for refusing to submit, without a representative, to an investigatory interview.

## READY TO SIGN THE CARD?

You can sign the card electronically by going to **WWW.GEICOUNITED.ORG** or by scanning the QR code on the back of this handout.

## WANT TO HELP?

First, sign the signature card promptly. They are **completely confidential** and are sent to the National Labor Relations Board (NLRB). This is the most crucial step. Then you can help us with canvassing. We are going door to door to speak with GEICO employees in person. **So please contact us today and get involved.**