

Friday, August 11th, 2023

Dear:

Tonita Webb, CEO of Verity Credit Union  
Nancy Woodland, Chair of Verity Credit Union Board of Directors  
Michelle Pham, Vice Chair of Verity Credit Union Board of Directors  
Nick Estcheid, Secretary of Verity Credit Union Board of Directors  
Vikash Chhagan, Member of Verity Credit Union Board of Directors  
Chad Klemme, Member of Verity Credit Union Board of Directors  
Pelin Muharremoglu, Member of Verity Credit Union Board of Directors  
Wesley Nguyen, Member of Verity Credit Union Board of Directors  
Will Collins, Member of Verity Credit Union Board of Directors  
Zhu Zhu Xiao, Chair of the Supervisory Committee of Verity Credit Union  
Tom Holz, Member of the Supervisory Committee of Verity Credit Union

Thank you for your service to Verity Credit Union.

We, the undersigned, are reaching out to discuss our efforts to unionize, and to raise an issue of a potential violation of our labor rights.

Specifically, on July 19th, Dale Morris, the VP of Retail Operations, sent an email to Matthew FitzGerald, cc'ing Pier'jea Lyon, Director of HR, one of the members of the Organizing Committee for the employees working on creating a labor union at Verity Credit Union.

This email informed Matthew of flyers moved from a side table in the 3rd floor cafeteria to the bulletin board, and instructed Matthew to do the following:

“Going forward please utilize this medium to share any information to be shared with employees.

We would like to reserve tables and countertops for the purposes intended and allow staff the flexibility to utilize the space unencumbered for lunch and break activities.

If you have any questions or concerns, please direct them to me.”

Matthew followed up with an email discussing that the 2nd floor breakroom did not have a bulletin board, so could the flyers possibly be left on the counter in a discreet corner, or placed on the cabinets? Or perhaps a bulletin board added?

Dale responded as follows, again CC'ing Pier'jea, on July 26th:

"I visited the area you referred to on the second floor and verified your findings that there are no bulletin board area in that location.

Currently, because the space is small there are no plans to install anything that could create traffic flow and safety issues. Please remove the information that is currently occupying the counter space on the second floor.

As was stated prior, please confine the paraphernalia to designated bulletin boards in common areas only.

If you have any further questions or concerns regarding the placement of materials, please speak with me before placement in any non designated areas.”

This email is potentially in violation of labor rights for at least two reasons:

- 1) it forces literature to be posted in very specific spaces, which precludes posting in other areas which are allowable generally.
- 2) It has a chilling effect on union organizing activities. Requiring pre-clearance of posting of materials is a form of censorship.

We, the undersigned, ask for a reasonable allowance to be made so that our labor rights are respected and protected.

Specifically, please allow us to post our literature wherever we please, according to applicable laws, and also please do not interfere, or have the appearance of interfering, with our activities, within the scope of applicable law.

Also, for the 2nd floor break-room, please consider putting up a bulletin board or allowing flyers and union paraphernalia on the counters or cabinets. That breakroom has a first aid kit nailed to the back wall, a work related flyer on the cabinet above the sink asking employees to wash their hands, and has in the past been used for Wellness Committee newsletters and other various postings. Furthermore, we would like to call your attention to article 3 section 10 of the Verity Employee Handbook which states, “All required governmental postings are posted on the boards located in the break room. These boards may also contain general announcements. We also have an employee “water-cooler” site on Ring Central called The Café. With respect to differing values, beliefs, and views, the distribution or posting of literature, petitions, or emails that solicit causes unrelated to work functions is prohibited. ...Nothing in this policy is meant to, nor should it be interpreted to, in any way limit your rights under any applicable federal, state, or local laws, including your rights under the NLRA to engage in protected concerted activities with other employees to improve or discuss terms and conditions of employment, such as wages, working conditions, and benefits. Employees have the right to engage in or refrain from such activities.”

There is union organizing interest from multiple employees who work on the 2nd floor, who would otherwise not necessarily have full access to information if we are not allowed to provide it to

them in that space. There have been multiple comments of concern about our flyers having been removed.

Thank you again for your service, and we patiently await your response and hope that our labor rights will be respected, protected, and we are able to come to a reasonable agreement on this matter.

Sincerely,

Matthew FitzGerald  
Jessica Ufland  
Christina Schroeter  
Blake Patton  
Claudia Vargas  
Cherrelle Davis  
Eric Acosta  
Kaija Koenig  
Jenny Wyatt  
Jennifer Jackson  
Kayla Grant  
Christian Lewis  
Dan Rosen  
Sarah Paneak  
Rose Hoek  
Joe Sackmann  
Charles Coffland  
Ali Evans  
Meggie Garcia  
Nichole Bowhall