



PREPARE FOR UNION BUSTING — AT COSTCO

BE PREPARED! Costco **WILL** run an annoying anti-union campaign. But standing strong and focusing on your goal of joining the Costco Teamsters National Master Agreement will make it much easier to navigate.

Pretend to Fix Problems Act

When workers start organizing, Costco may suddenly make small changes — bringing in regional managers or corporate vice presidents, holding "spirit weeks," offering free food, or even swapping out a bad boss — to make it seem like things are improving. Don't be fooled. These moves are empty gestures from management. They will disappear once the union campaign is over.

Anti-Union Literature and Content in Commons Areas

Costco management will distribute anti-union fliers in breakrooms, distorting facts about dues, authorization cards, third-party talking points, bargaining, and the Teamsters.

Captive Audience Meetings

These are "mandatory" forced meetings full of misinformation, lies, and scare tactics. These meetings are illegal in the U.S., but Costco may still hold so-called "voluntary" meetings. You have the legal right to skip these misinformation sessions.

One-On-One Meetings

Costco will try to drill it down to a personal level. Management's goal is to lean on relationships and make it feel like an individual experience. They will say things like, "We don't need a union at Costco."

Divide Workers

Costco may use anti-union staff or supervisors to talk to workers one-one-one, spread false information, and pit people against each other. They'll try to create division and report information back to management because they know our strength is sticking together.

Regardless of management's tactics, Costco's goal is to maintain power over you. To successfully form your union at Costco, you will have to **push through anti-union attacks. Are you ready?**