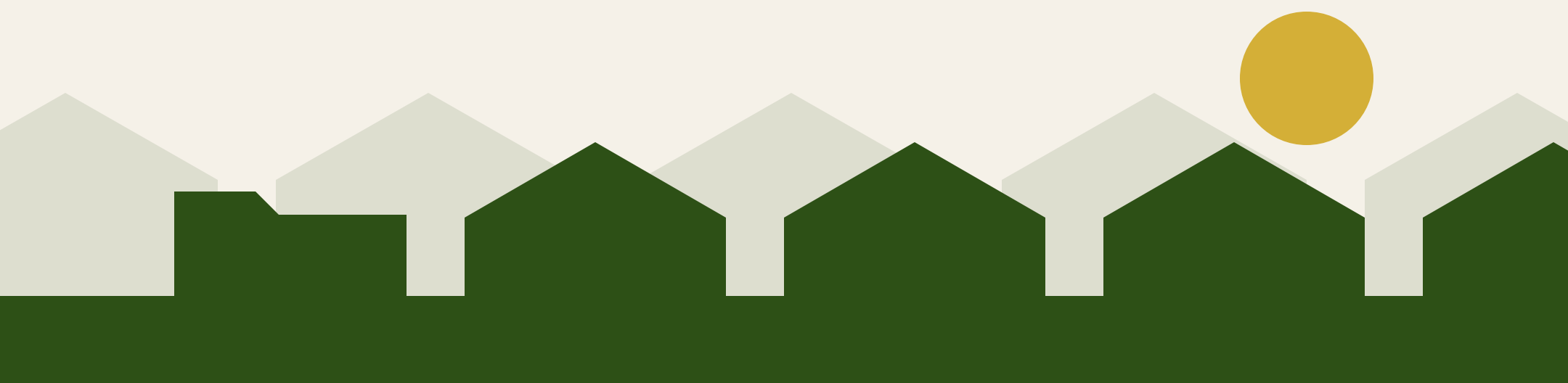


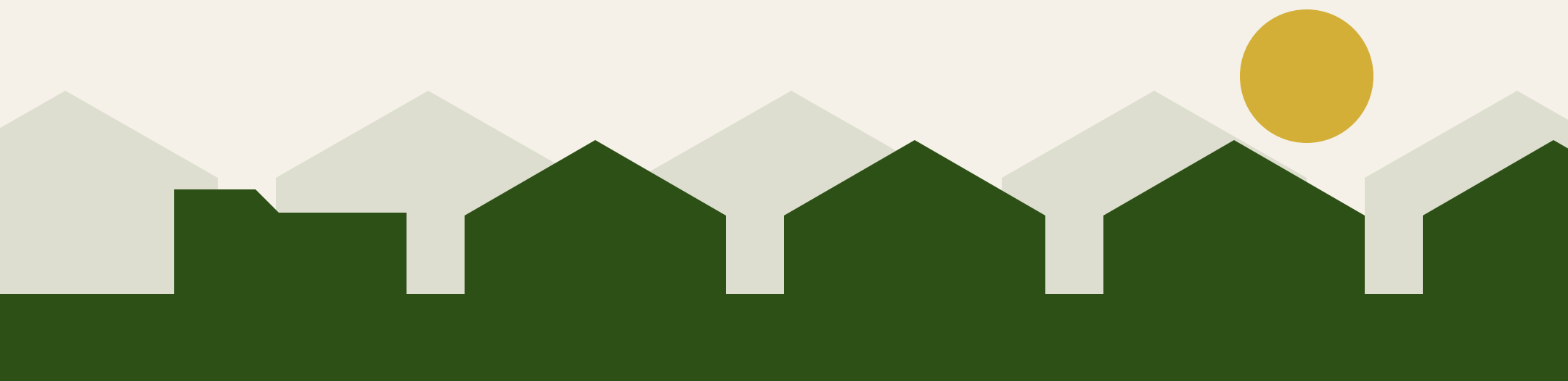
RESPECT IN WRITING

Fair pay. Safer work. Dignity. A real voice chosen by workers.



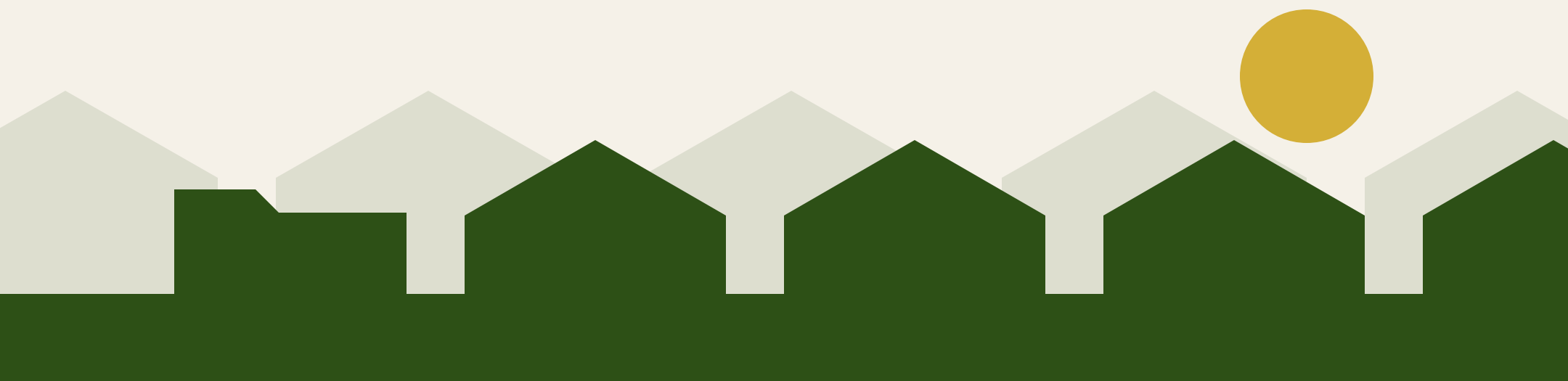
WHAT DOES "IN WRITING" MEAN?

Rules that are clear. Processes that can be used. Promises workers can enforce.



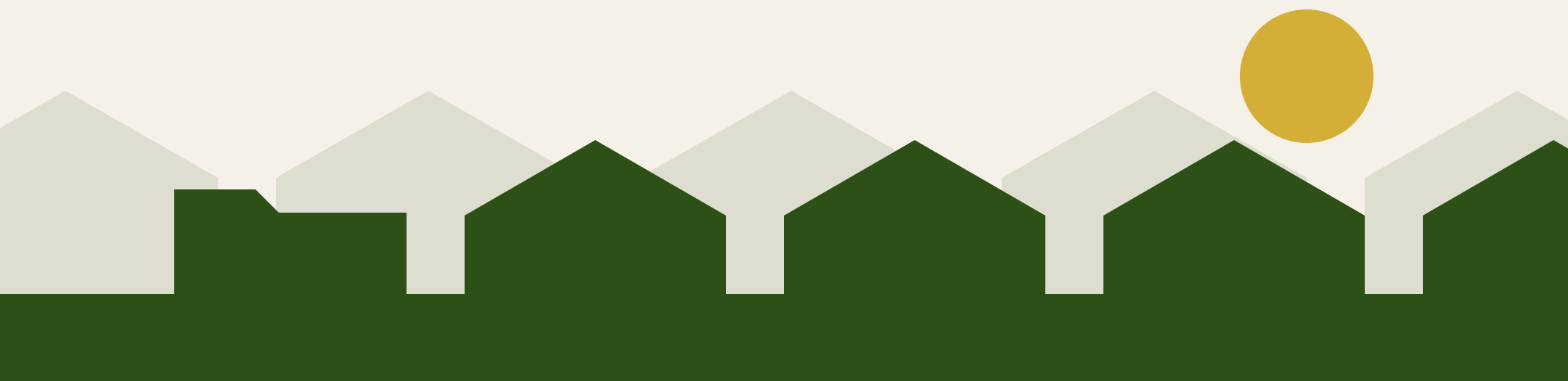
A REAL UNION IS CHOSEN BY WORKERS

Not by management. Not by paperwork
alone. By workers deciding together.



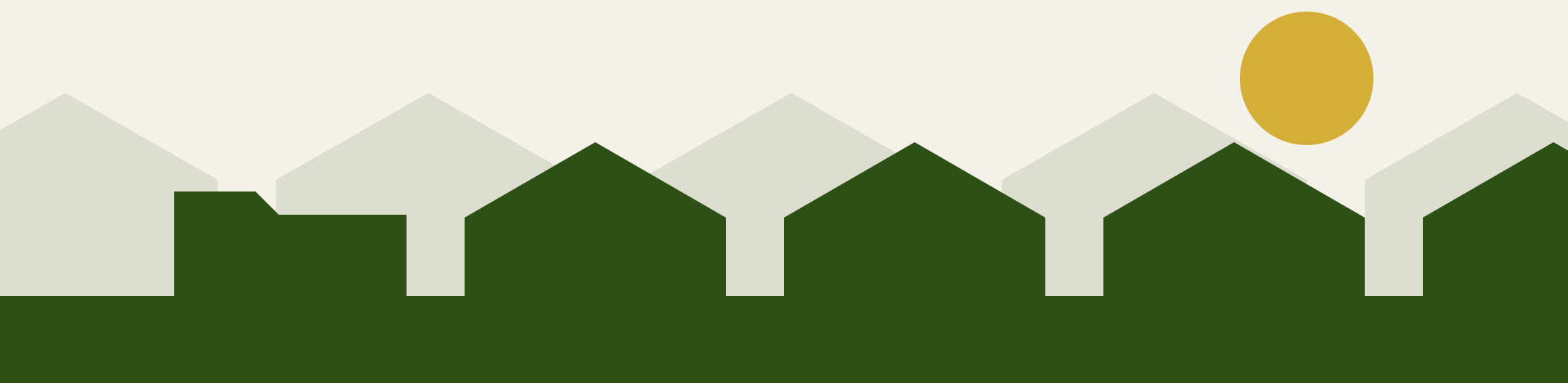
A CONTRACT CAN COVER

Pay, hours, safety, breaks,
discipline, language access, and a
grievance process.



NO PRESSURE. NO FALSE PROMISES.

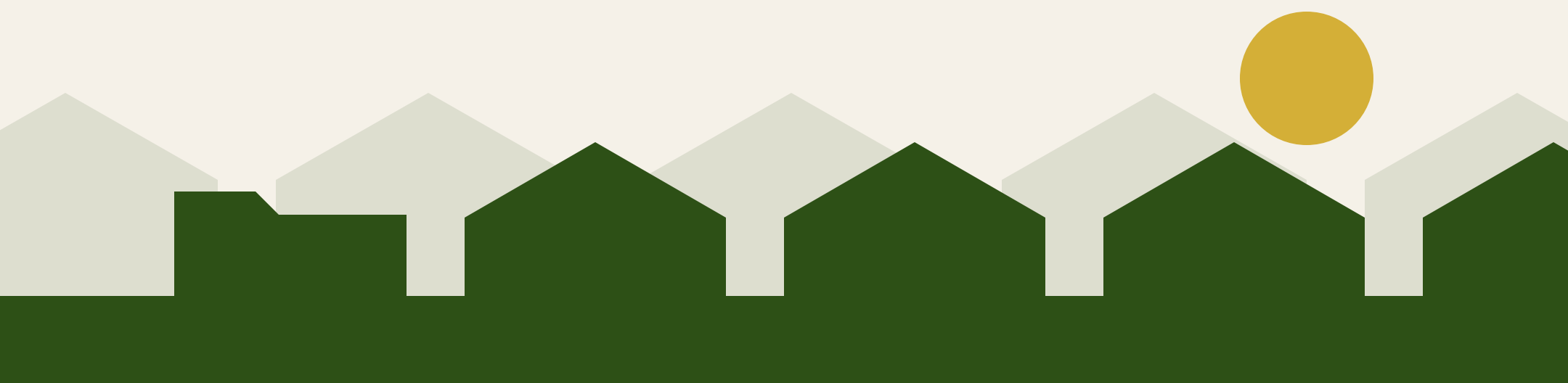
Learn your rights. Talk with someone
you trust. Decide together.



RESPECTO POR ESCRITO

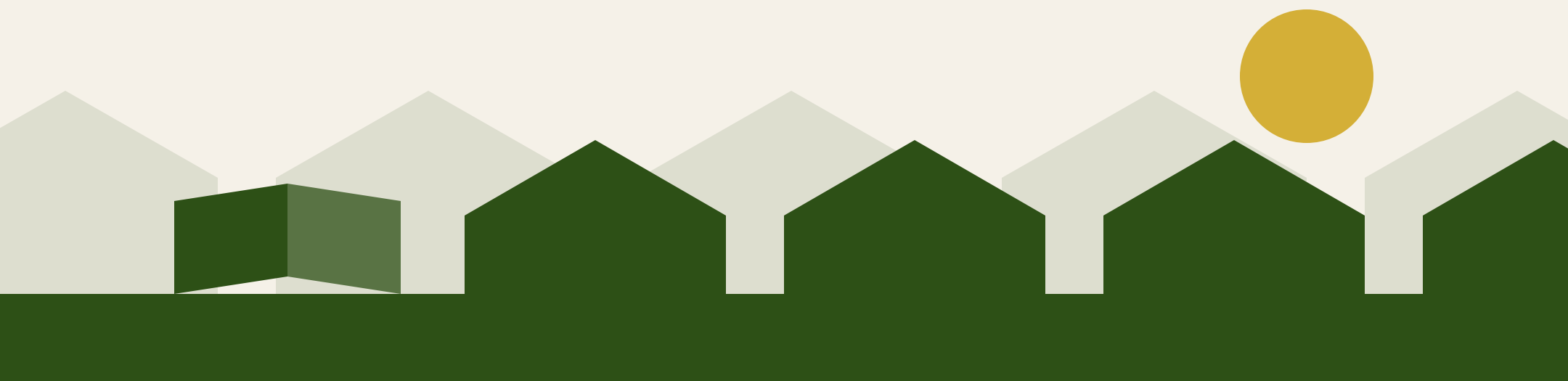
Mejor paga. Trabajo más seguro.

Dignidad. Una voz real escogida por
trabajadores.



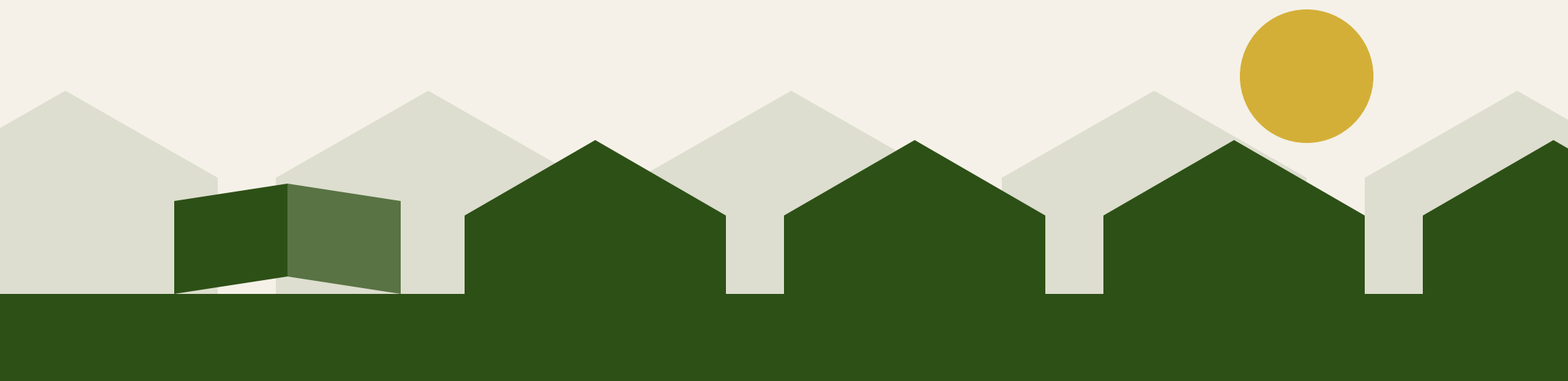
THE CHECK SHOULD MATCH THE WORK

Hours worked should be hours paid.



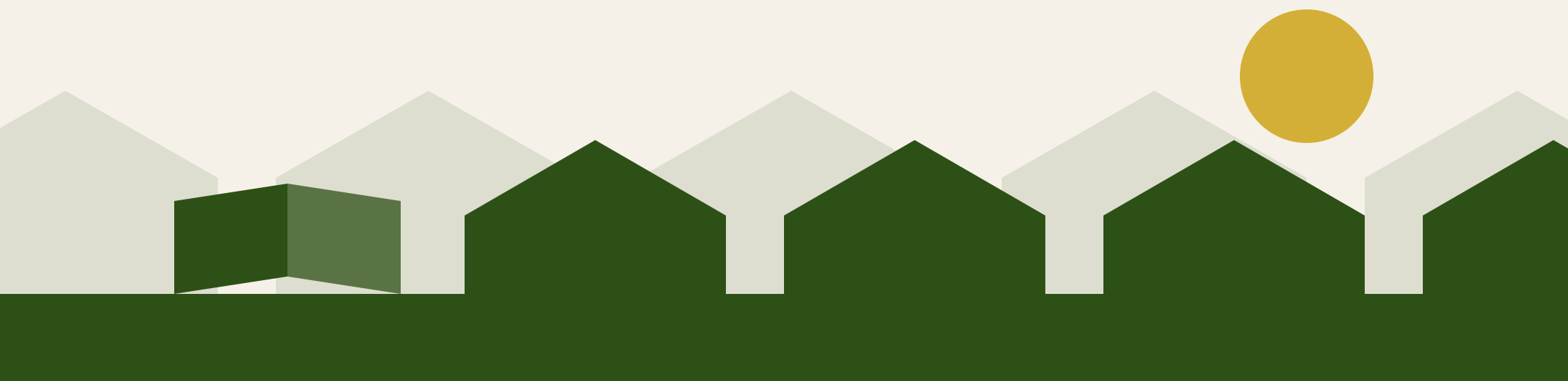
KEEP YOUR OWN NOTES

Dates, hours, quotas, check amount.
Keep it for yourself.



IF THE RULES CHANGE, WORKERS SHOULD KNOW

Quotas and pay rules should not move
in the shadows.



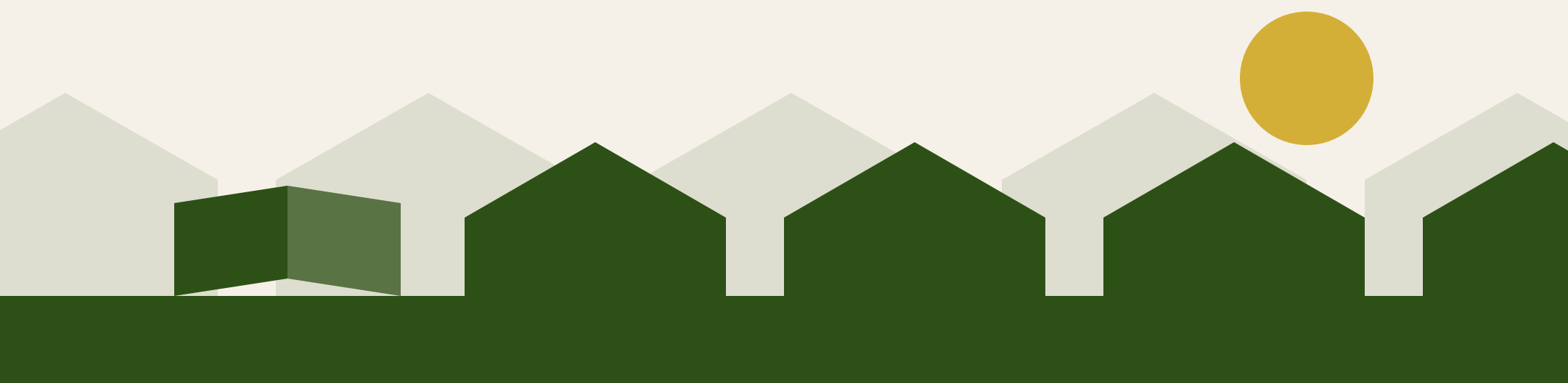
A CONTRACT CAN CREATE A PROCESS

A written way to fix short checks and
settle disputes.



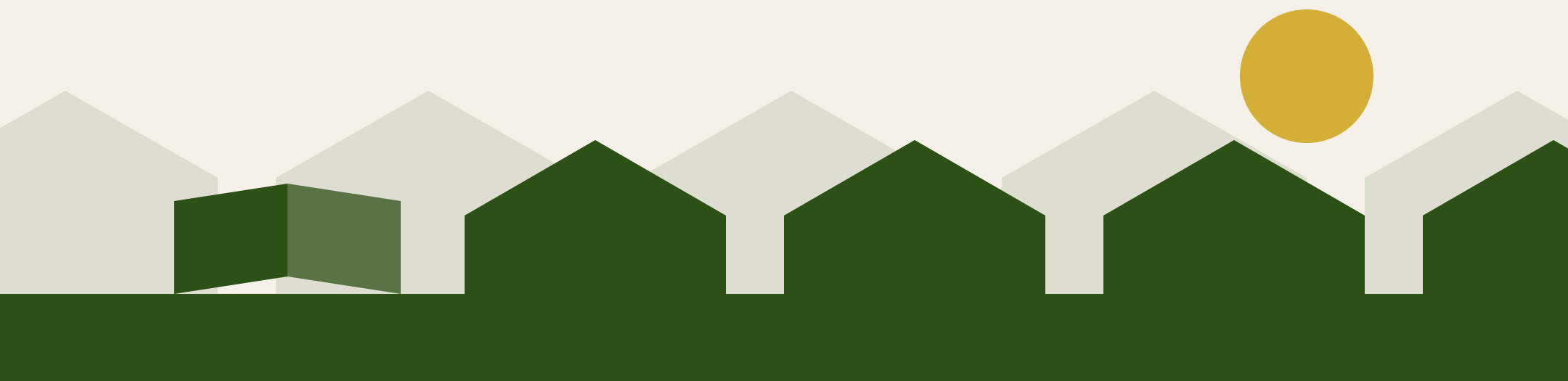
NO STATUS QUESTIONS

California labor protections can apply regardless of immigration status. Ask a trusted worker advocate.



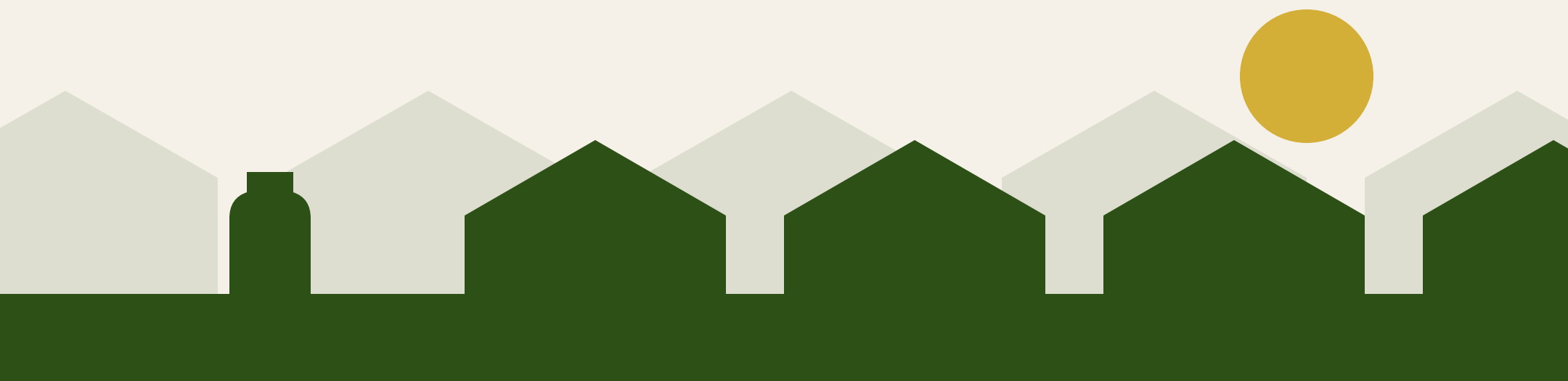
EL CHEQUE DEBE REFLEJAR EL TRABAJO

Las horas trabajadas se deben pagar.



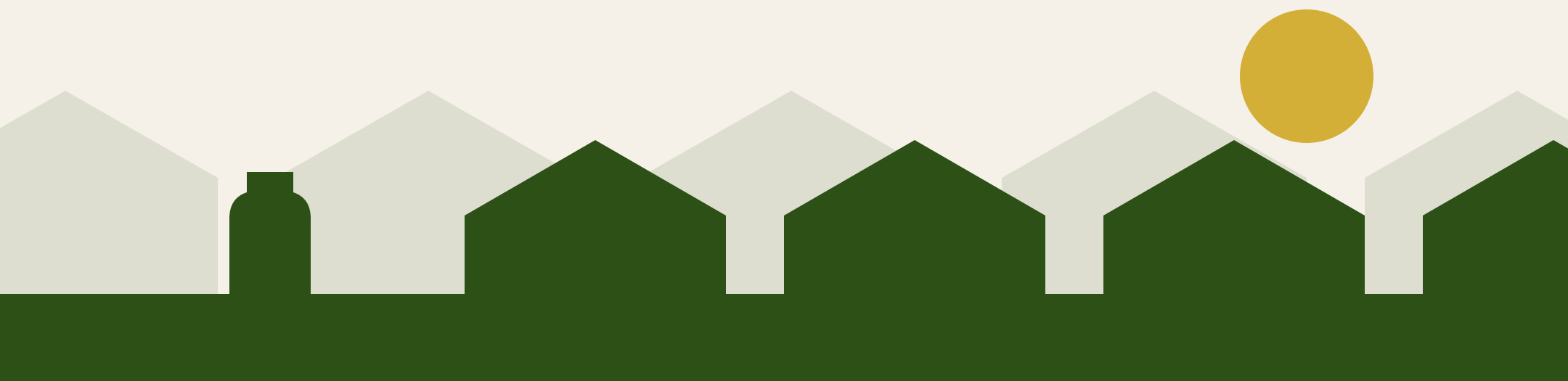
SAFETY IS NOT A FAVOR

Heat, water, shade, rest, and hazard reporting matter.



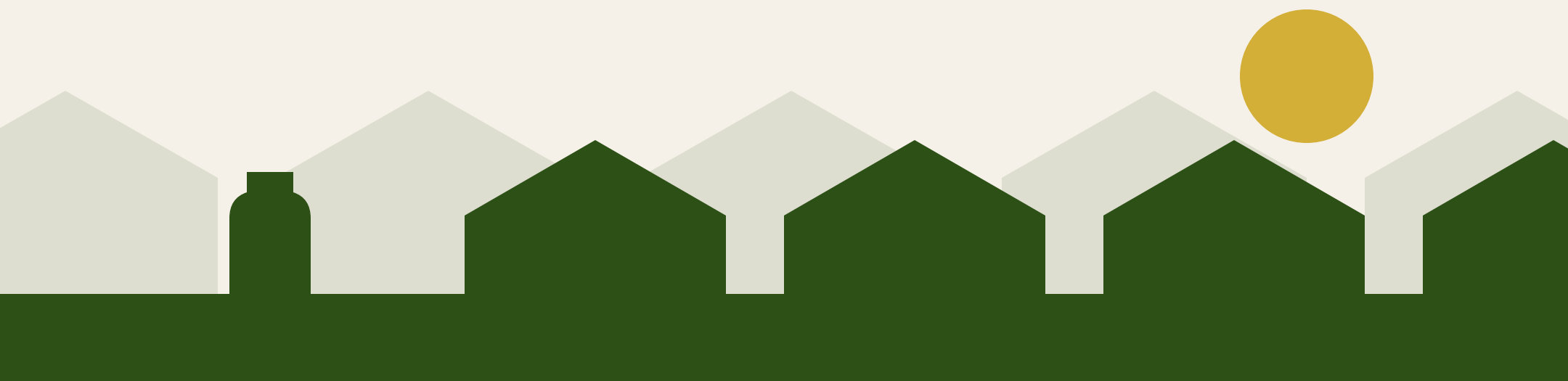
SMALL WINS COUNT

A break that happens. A hazard that is fixed. A report that is not punished.



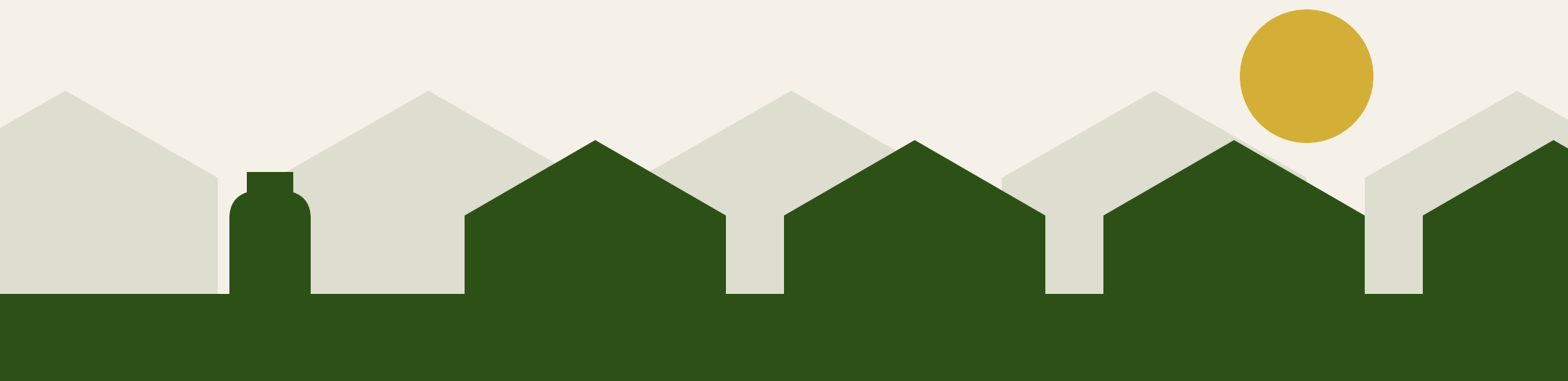
YOUR BODY SHOULD NOT PAY THE PRICE

Backs, hands, eyes, heat — workers
know the cost.



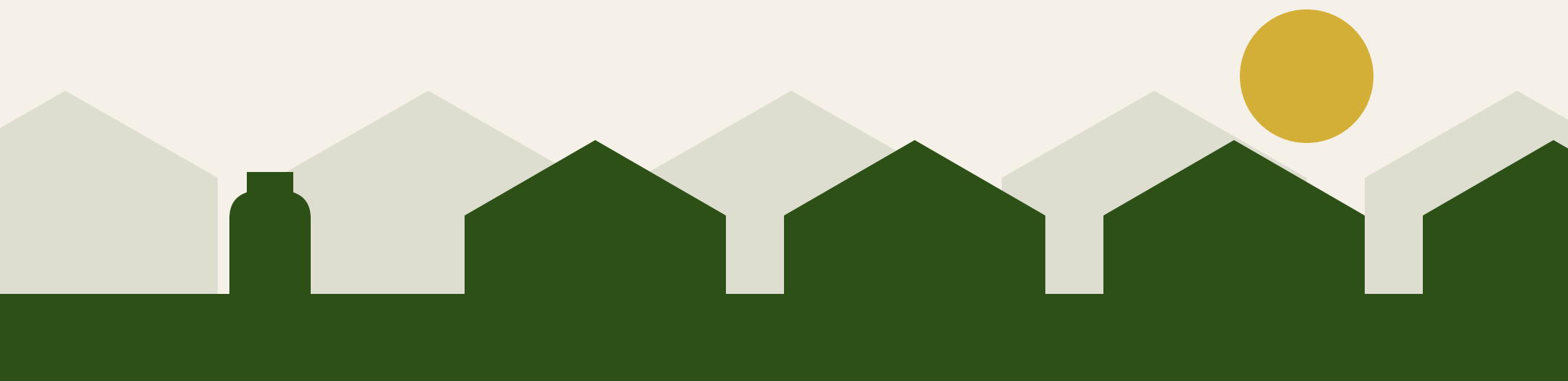
A CONTRACT CAN PUT SAFETY IN WRITING

Safety committee. Reporting process.
No punishment for speaking up.



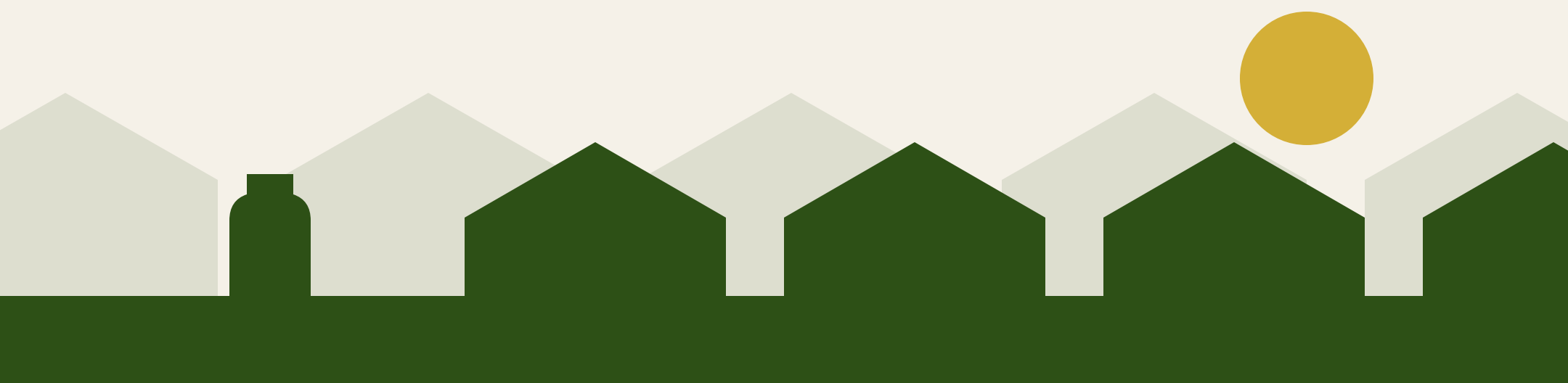
DO NOT WAIT FOR CRISIS

Learn rights before a bad day.



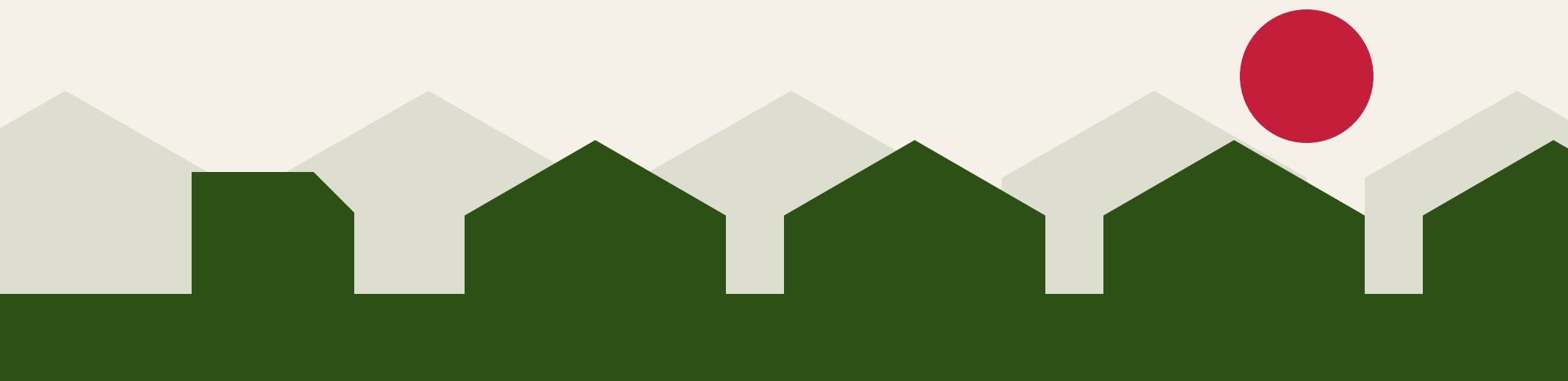
LA SEGURIDAD NO ES UN FAVOR

El descanso, el agua y la protección
importan.



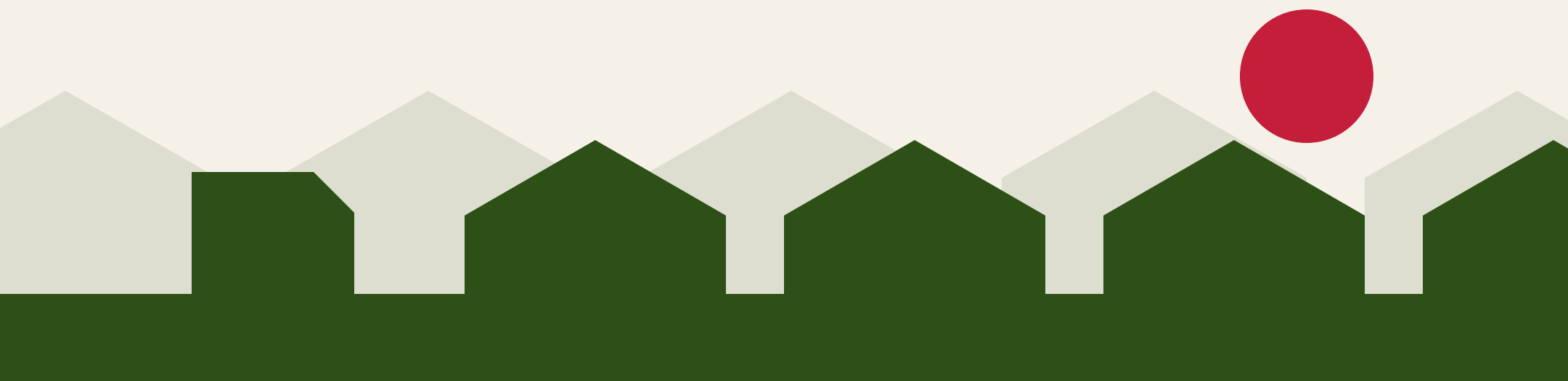
A PAPER AGREEMENT IS NOT YOUR VOICE

A labor peace agreement is not the same as a worker-chosen union contract.



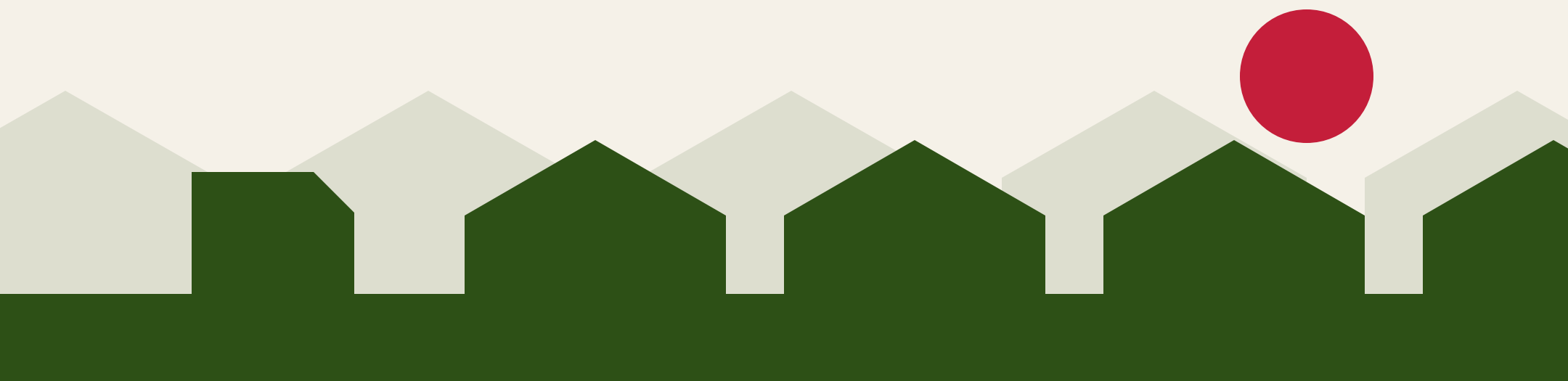
ASK: WHO CHOSE IT?

Were workers informed? Was there a vote? Is there a bargaining unit?



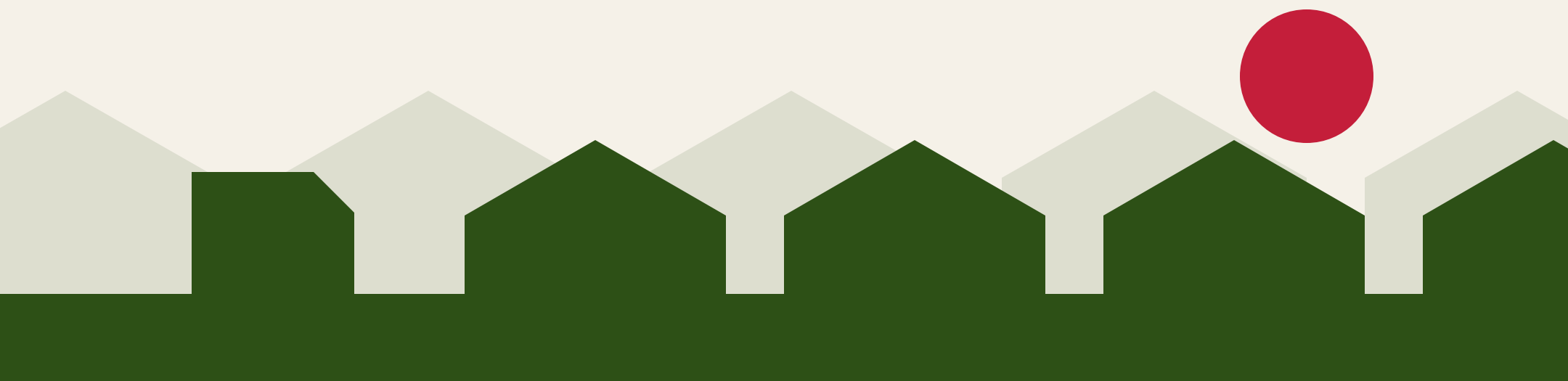
A REAL UNION ANSWERS TO WORKERS

Workers choose it. Workers
participate. Workers bargain.



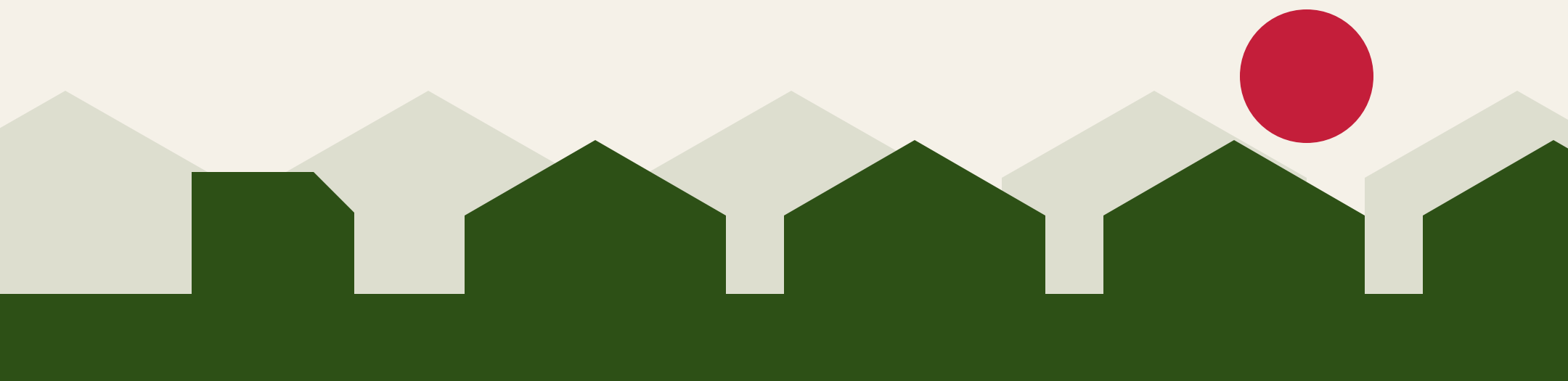
A REAL CONTRACT COVERS REAL ISSUES

Pay, hours, safety, discipline,
language access, grievance process.



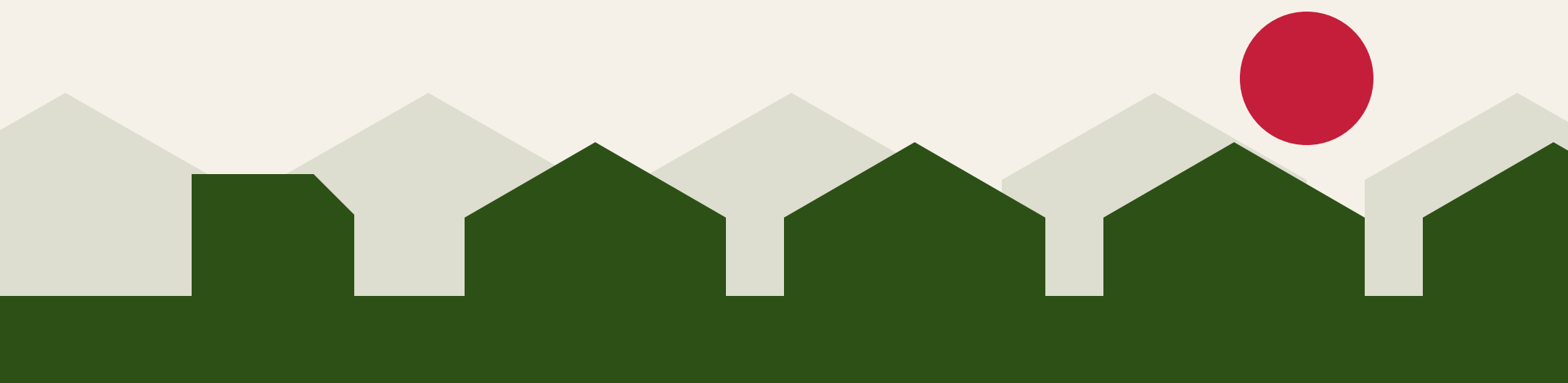
DO NOT SIGN WHAT YOU DO NOT UNDERSTAND

A real organizer explains what a card means and what happens next.



UN ACUERDO DE PAPEL NO ES SU VOZ

La voz real la escogen los
trabajadores.



NO FALSE PROMISES. REAL HELP.

No union can honestly promise to stop immigration enforcement.



BUT WORKERS STILL HAVE RIGHTS

Labor rights do not disappear because
of immigration status.



REAL HELP LOOKS PRACTICAL

Know-your-rights info, legal referrals, emergency planning, no lists.



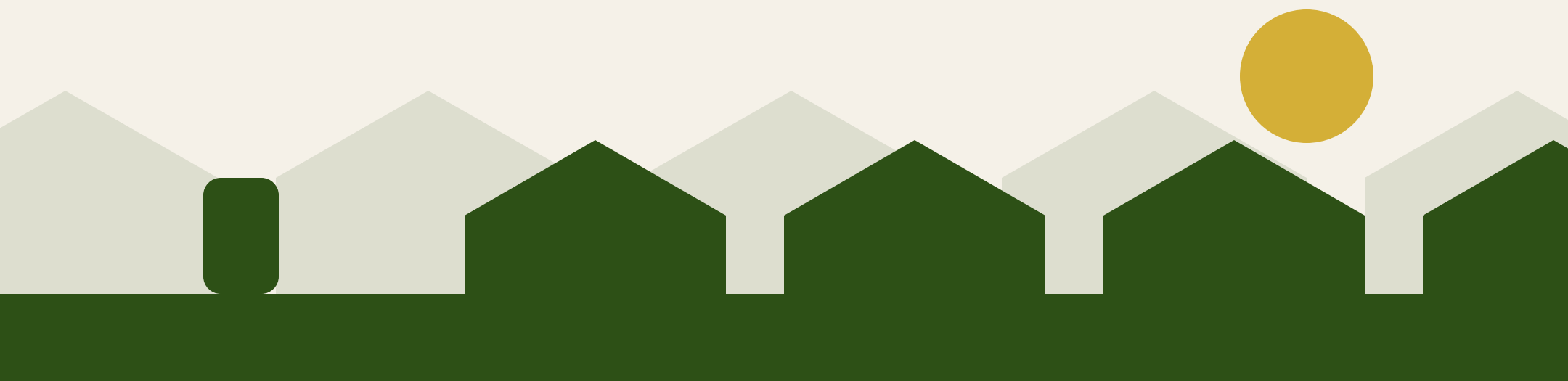
FEAR SHOULD NOT BE A WORKPLACE WEAPON

Ask trusted advocates what retaliation
protections exist.



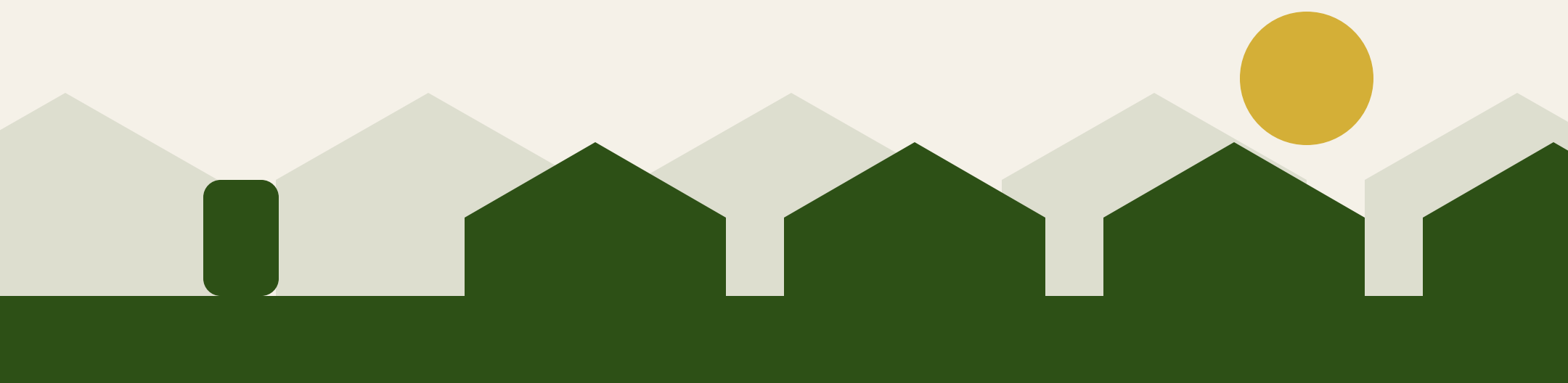
PRIVATE QUESTIONS ARE VALID

You do not need to talk publicly to
learn your rights.



SIN FALSAS PROMESAS. AYUDA REAL.

Derechos laborales, información
confiable y planes de emergencia.



A PERSON, NOT A PAIR OF HANDS

Respect belongs in the rules.



LANGUAGE ACCESS MATTERS

Spanish is not enough for every
worker. Indigenous languages matter.



A GRIEVANCE PROCESS MATTERS

A fixed way to raise a problem and get
an answer.



A STEWARD MATTERS

A coworker representative chosen by workers.



DIGNITY IS PRACTICAL

Respect becomes real when there is a
process workers can use.



UNA PERSONA, NO UN PAR DE MANOS

Respeto, idioma y voz por escrito.

