

UNIFORM *justice!*

Guidelines for talking to employers who use Cintas Uniforms

Please follow these instructions strictly. Violations of these instructions may expose the Union to secondary boycott charges with potentially serious money damages. Such damages would severely harm the campaign for justice for Cintas workers and the Union.

DO

1. Inform Employers accurately of Cintas Corporation's record of immoral and unlawful treatment of its employees.
2. Urge Employers to notify Cintas Corporation that the Employer will not renew its contract when it expires.
3. Urge workers who purchase their own uniforms not to buy from Cintas Corporation.
4. Urge Employers to monitor Cintas Corporation's performance carefully and to file complaints with Cintas if there are problems such as over-charges, poor quality, or insufficient number of uniforms. Urge Employers to cancel their contracts with Cintas in accordance with the terms of the contract.

DO
NOT
DO

1. DO NOT: Strike, picket or otherwise coerce the Employer to cease doing business with Cintas Corporation or threaten to do so.
2. DO NOT: Have union members refuse to wear Cintas uniforms or threaten to do so.
3. DO NOT: Make an agreement with the Employer that it will cease doing business with Cintas Corporation or propose such an agreement. *Note:* different rules may apply to employers under the Railway Labor Act and public sector employers. Please check with the UNITE legal department in these cases.

Points to raise with employers

Tell your employer: I would like to discuss the company's relationship with Cintas Corporation, the uniform and laundry provider.

Ask your employer: Do you have any contracts with Cintas? We understand that you do have a contract with Cintas.

Ask your employer: Are you aware that Cintas has a deplorable record of breaking the law and violating workers' rights? Are you aware that workers at Cintas are currently trying to organize a union, but that Cintas management has responded with threats and intimidation? (see Cintas Fact Sheet)

Tell your employer: Cintas is a union-buster and a lawbreaker that has come under criticism from the entire labor movement. Therefore, we are outraged that you are patronizing Cintas.

Ask your employer: In light of Cintas's behavior, would you use your managerial discretion to send a non-renewal letter to Cintas, informing Cintas that you will not renew the contract upon expiration? We are not asking that you violate any current contracts with Cintas.

Tell your employer: Here is a draft letter that you can send to Cintas. Please let me know as soon as possible if you will send a non-renewal letter to Cintas.

UNITE HERE!

Contact Ahmer Qadeer at 212/265-7000, x4396 • aqadeer@unitehere.org

We do not intend for UNITE or our allies to threaten or coerce any Cintas Corporation customers, including coercion by ceasing work, pickups, or deliveries.

