



## Questions Every TJX Employee Should Be Asking Their Union

### **1. How was the DSP removed without member approval?**

*A key benefit was taken away — no consultation, no consent.*

### **2. Why did the Union agree to a Tier system?**

*Same job, different pay. The tier system divides workers and keeps wages down.*

### **3. Where's the transparency with Union funds?**

*Who controls the money? Members deserve full disclosure and accountability.*

### **4. Does your Union really care?**

*Are grievances handled on time? When was the last time your rep walked the floor?*

### **5. Why do grievances stop at Step 3?**

*Few cases reach arbitration. Members deserve real representation — not silence.*

### **6. Who is the Union working for?**

*Those who built the tier system now have Union office jobs.*

*Who benefits — you or them?*

### **7. Have Union by-laws been abused?**

*By-laws should protect members, not be twisted for personal gain.*

### **8. Have you been misled?**

*You've heard the same promises for years — but promises don't pay bills.*

## **TJX EMPLOYEES DESERVE BETTER**

*A Union that protects your contract, not weakens it.*

