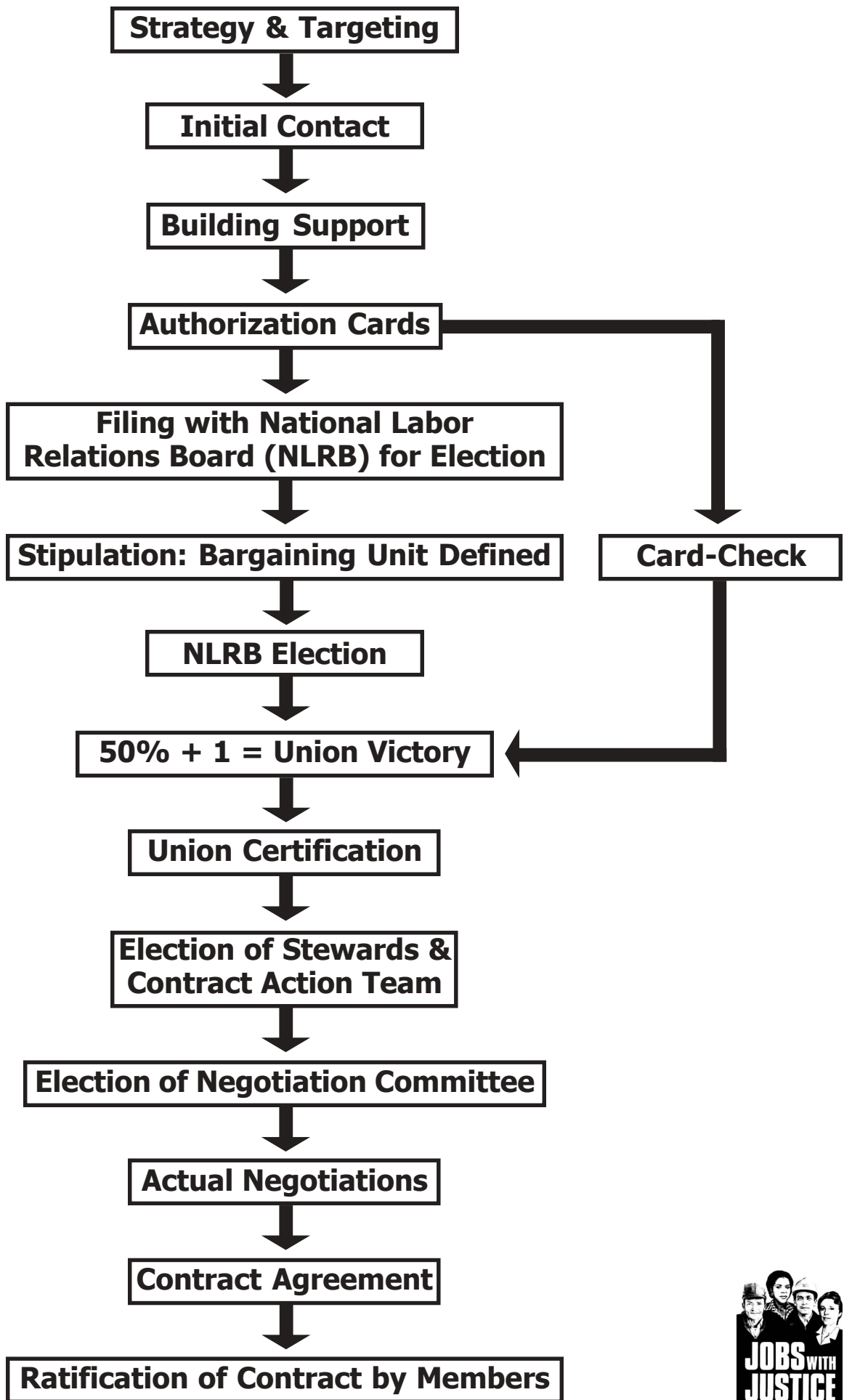


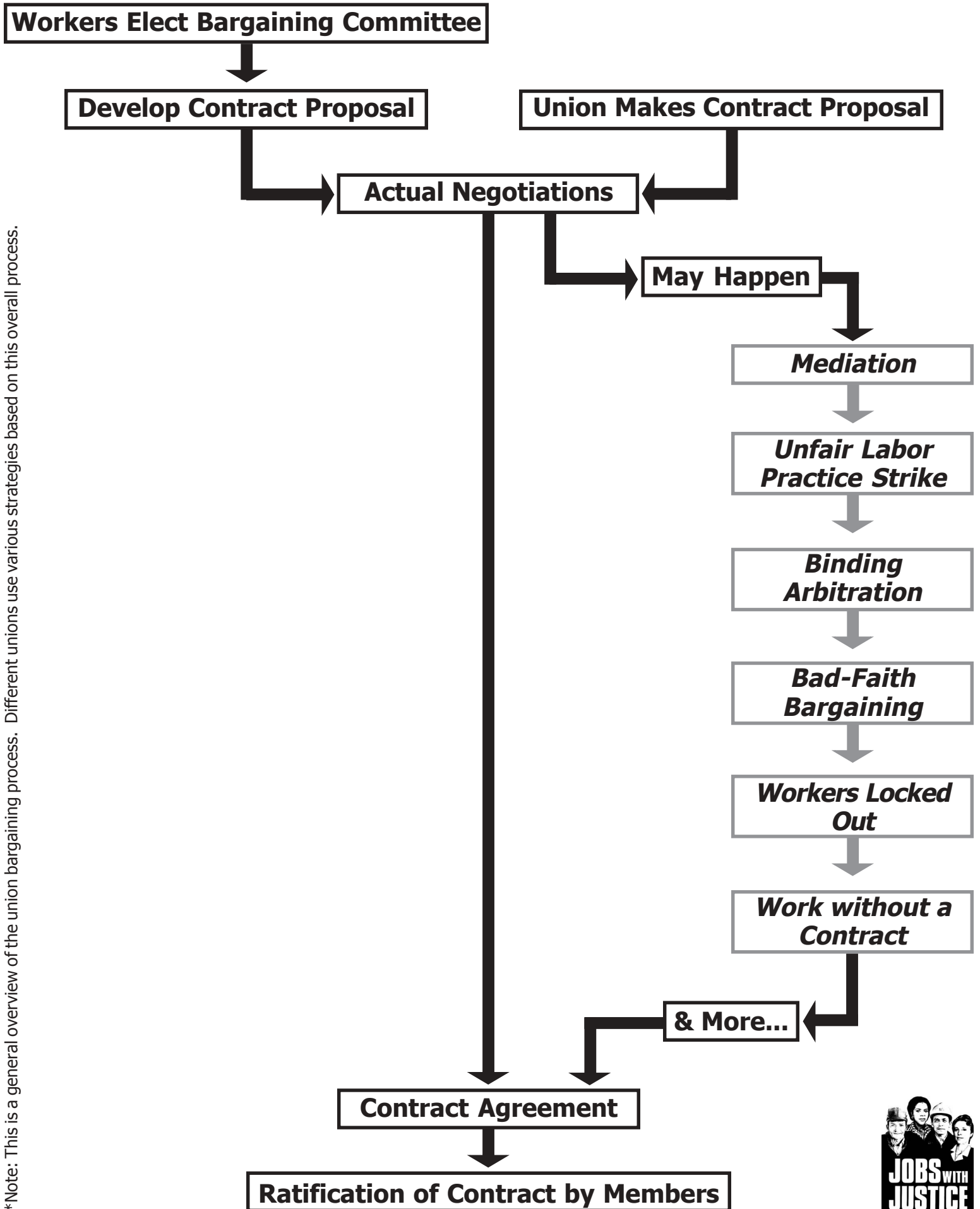
The Union Organizing Process



*Note: This is a general overview of the union organizing process. Different unions use various strategies based on this overall process.



The Union Bargaining Process



*Note: This is a general overview of the union bargaining process. Different unions use various strategies based on this overall process.

