

Think Hard Before You Sign

Most of you have heard about the Employee Free Choice Act (EFCA) and the significant impact it could have on the process of union organizing. To help all team members understand more about the impact of signing authorization cards, we are taking proactive steps to educate all team members and leaders about the significance of authorization cards. It is important that every team member has viewed the Think Hard Before You Sign DVD as it is designed to educate all team members on the importance of authorization cards and the rights team members have if someone approaches them about signing a card.

If you have not viewed this DVD, talk to your ETL-HR. They will schedule a time for any team members that may have missed training.

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Attend Labor Relations Training

As you know, Target strongly opposes EFCA. This legislation could have detrimental effects on our team-focused culture, including open-door communication between leaders and hourly team members.

To help all team members understand the potential impact of EFCA, every store team member will attend a new training DVD **"Working Together: What Every Team Member Needs to Know About Labor Relations."** This training, which will take approximately 30 minutes and includes a Spanish version, explains how EFCA legislation could negatively affect Target, our team members and our guests.

In addition to this training, all team leaders will receive the **"EFCA: Target Team Culture"** leadership training prior to this training to share essential background information to help answer questions from team members.

Key Dates:

- **June 21-27 and July 5-11** – All team leaders attend the "EFCA: Target Team Culture" training and "Working Together: What Every Team Member Needs to Know About Labor Relations" training.
- **July 6** – Huddle topic will be available to announce to all team members they will attend a training session.
- **July 12-26** – All team members attend the "Working Together: What Every Team Member Needs to Know about Labor Relations" training.

