



YES! I AM READY TO FIGHT FOR THE DIGNITY AND RESPECT THAT ALL PROFESSIONAL PORT TRUCK DRIVERS DESERVE

We, the undersigned, are Toll Group/FMI employees who are uniting to improve our working conditions.

We are skilled port truck drivers, committed to providing quality service and the highest degree of professionalism. Despite our hard work to help our company grow and succeed, Toll Group/FMI denies its truck drivers in the U.S. the rights and freedom its employees in Australia have.

Together we can put an end to the abuse and injustice on the job and achieve the basic fairness, respect, and dignity we deserve. We commit to stand together and raise our voices so that our employer provides the following:

- 1. Equal access to clean, safe indoor restrooms.** It is inhumane to deny us access to the company's restroom facilities available to other Toll Group/FMI employees. We are not second-class citizens; we are first-rate truck drivers who deserve good working restrooms and potable water to wash our hands. We reject the unsanitary port-a-potties we are currently forced to use, which are often so filthy we must relieve ourselves outside.
- 2. Equal access to the employee break room and drinking water.** We work long hours to make our company successful, but we are barred from accessing drinking water or using the kitchen appliances and amenities that other Toll Group/FMI employees use. As a matter of dignity as well as health and safety, we must be allowed to store, heat, and refrigerate our food and be provided an environment to sit during our meal and rest breaks.
- 3. A fair and consistent work schedule.** The excessive favoritism in work scheduling makes operations more unstable and less efficient. Arbitrary decision-making fosters division and strife between us, creating a hostile and unproductive work environment. We deserve to be dispatched via an equitable and official policy based on consistency and fairness that aims to help Toll Group/FMI grow to provide full-time employment for every driver.
- 4. A voice on the job.** We are skilled professionals who work long hours away from our families to perform an important but dangerous job to keep the American economy moving and our company growing. Instead of valuing and rewarding our hard work, our employer seeks to divide us and deny us a seat at the table. We deserve the freedom to choose a union – without intimidation or employer intervention - and speak together as one voice so we have the chance to build a better life for ourselves and our children.

A good American job means a fair wage for a hard day's work, health care to take care of our families, and paid vacations to spend time with them. We commit to stick together and stand up for one another, so that port truck drivers can finally achieve the American Dream.

Name

Employee #

Signature

Date