

YOUR GUIDE TO VOTING

JUNE

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29	30					

All eligible employees are encouraged to vote and have their voices heard in the upcoming NLRB election.

You have the opportunity to decide whether or not you want to unionize with the International Union of Operating Engineers (IUOE) Local 150, AFL-CIO.

TAKE THE OPPORTUNITY TO VOTE



**THURSDAY,
JUNE 26, 2025**

ELGIN EMPLOYEES

5:30 a.m. – 8 a.m.

Conference room
1425 Gifford Road
Elgin, IL, 60120

SO. HOLLAND EMPLOYEES

5:30 a.m. – 7:30 a.m.

Conference room
16823 State Street
South Holland, IL, 60473

WHAT YOU CAN EXPECT WHEN YOU VOTE

- Give your name to the agent from the National Labor Relations Board (NLRB), who has been provided a list of eligible voters.
- You will NOT need to sign in.
- Each voter will be identified and checked against the eligibility list.
- Each voter will receive a ballot from the NLRB agent.

WHO WILL BE IN THE ROOM?

- NLRB agent(s) who administer(s) the voting process.
- Observers who represent WillScot and IUOE Local 150 who assist the NLRB agent(s).
- Other eligible voters.



**NO CAMPAIGNING CAN TAKE
PLACE INSIDE THE VOTING AREA.**

WILLSCOT

TM

PLEASE VOTE NO



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or visit willscotstayinformed.com for
more information about unionization.

VOTER INFORMATION

YOU DETERMINE YOUR OWN FUTURE

- If IUOE Local 150 is voted in, it will represent all bargaining unit employees at WillScot.
- You determine your own future by voting - don't leave it up to someone else to determine it for you.
- You must vote on the designated days and times - there are no absentee ballots, according to NLRB rules.

IF THE UNION DOESN'T DELIVER CAN I GET OUT?

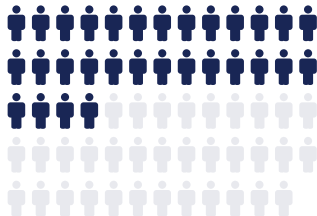
- There's no such thing as a trial period with the union.
- Once voted in, it is generally permanent, unless employees decide to go through a complex process called decertification.
- It could take years for dissatisfied employees to achieve decertification. In the meantime, they would have to abide by the contract and possibly pay IUOE Local 150 dues and fees, even if they don't like the outcome.

IMPORTANCE OF VOTING

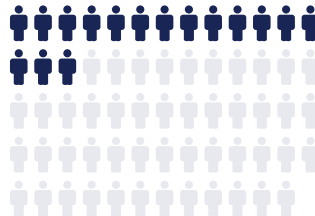
64 Employees are eligible to vote



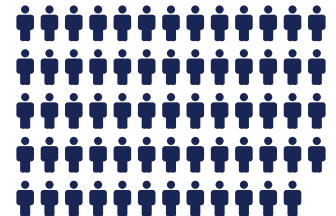
30 Vote in the union election



16 Vote to join the union



ALL 64 employees are represented by the union



VOTING PROCESS REMINDERS

All eligible employees should vote in the election.

A majority of the votes cast will determine the election outcome.

If you do not want the union, put an "X" in the box marked "No."

Do not sign your name, deface or write anything else on the ballot. If you do, your vote may not count.

This is a **secret ballot**. No one will know how you vote.

If the union is elected, it will represent all bargaining unit employees.

VOTER INFORMATION

HOW TO VOTE

1. Take your ballot, go to the voting booth and mark an "X" in the square of your choice.
2. **Do not sign your name, deface or write anything else on the ballot.** If there are any markings other than your vote, the NLRB may discard your ballot during the vote count, and your vote won't be included.
3. After you mark the ballot, fold the ballot just once with the "X" mark on the inside, leave the voting booth and put the ballot in the ballot box. Then leave the room. **If you make a mistake, take your ballot to the NLRB agent and ask for a new ballot.**

VOTER ELIGIBILITY

All full-time and regular part-time CDL drivers, drivers, service technicians (yard), field service technicians, setup technicians, HVAC technicians, lead service technicians, lead setup technicians, welders, branch coordinators and yard foremen employed by WillScot at its Elgin and South Holland locations, who were employed on or before Sunday, June 1, 2025, and employed on the date of the election, June 26, 2025.

The union has objected to letting branch coordinators vote. Those employees are eligible, however, to vote and should exercise their right to vote. Their ballots will be challenged by IUOE Local 150.

THE SECRET BALLOT

- The secret ballot is **private and confidential**. Ballots do not include names or identification.
- You will have the option to vote for or against having the union as your exclusive bargaining representative.
- You can vote **even if you did not sign** a union authorization card or petition.
- You can vote "NO" **even if you did sign** a union authorization card or petition.

	UNITED STATES OF AMERICA ESTADOS UNIDOS DE AMERICA National Labor Relations Board Junta Nacional De Relaciones Del Trabajo 13-RC-366152 OFFICIAL SECRET BALLOT PAPELETA SECRETA OFICIAL For certain employees of Para Ciertos Empleados De WILLIAMS SCOTSMAN, INC. (D/B/A WILLSCOT)			
Do you wish to be represented for purposes of collective bargaining by ¿Desea usted estar representado para los fines de negociar colectivamente por INTERNATIONAL UNION OF OPERATING ENGINEERS (IUOE), LOCAL 150, AFL-CIO?				
MARK AN "X" IN THE SQUARE OF YOUR CHOICE MARQUE CON UNA "X" DENTRO DEL CUADRO DE SU SELECCIÓN				
<table border="1"><tr><td>YES SI</td><td>NO NO</td></tr></table> <p><i>Sample</i></p>			YES SI	NO NO
YES SI	NO NO			
<small>DO NOT SIGN OR WRITE YOUR NAME OR INCLUDE OTHER MARKINGS THAT WOULD REVEAL YOUR IDENTITY. MARK AN "X" IN THE SQUARE OF YOUR CHOICE ONLY. If you make markings inside, or anywhere around, more than one square, return your ballot to the Board Agent and ask for a new ballot. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted. NO FIRME O ESCRIBA SU NOMBRE O INCLUYA OTRAS MARCAS QUE REVELARÍAN SU IDENTIDAD. MARQUE UNA "X" EN EL CUADRADO DE SU ELECCIÓN SOLAMENTE. Si hace marcas dentro, o en cualquier lugar alrededor, en más de un cuadrado, devuelva su boleta al agente de la Junta y solicite una nueva boleta. Si presenta una papeleta con marcas en el interior, o en cualquier lugar alrededor, en más de un cuadrado, su papeleta no será contada. The National Labor Relations Board does not endorse any choice in this election. Any markings that you may see on any sample ballot have not been put there by the National Labor Relations Board. La Junta Nacional de Relaciones del Trabajo no respalda a ninguna de las opciones en esta elección. Cualquier marca que se pueda ver en cualquier muestra de la papeleta no fue hecha por la Junta Nacional de Relaciones del Trabajo.</small>				

WHAT HAPPENS AFTER THE VOTE?

- All ballots will be counted at the end of the voting sessions on Thursday, June 26.
- WillScot will send an announcement to eligible voters informing them of the result.

FACTS TO CONSIDER BEFORE YOU VOTE

NO GUARANTEES

No one knows what a labor contract will contain until an agreement is reached. Once an agreement is reached, all employees represented by the union have to follow the contract. Employees have shared frustration about driver cameras and some other policy changes. These changes protect drivers and reduce accidents. There is no guarantee that having a union will change policies like these because the process of negotiating a contract is unpredictable. And remember, you may receive less, more or the same as you have now. First contracts take a long time to negotiate — 465 days on average, according to *Bloomberg Law Labor Data*. One thing you can be sure about is IUOE Local 150 is going to expect you to pay dues no matter what happens in negotiations, and no matter how long they may take.

LOSING YOUR INDIVIDUAL VOICE

The union will have the authority to make decisions for you! What if union representatives disagree with your issues? How will you be heard? The union would become the exclusive voice for all employees in the bargaining unit, including those who did not want to unionize or voted no.

CAN YOU AFFORD A STRIKE?

Strikes can be costly and employees may end up with less than what the union may have promised. You may also lose pay and benefits while on strike and there is no guarantee IUOE Local 150 will help you with expenses. In addition, employees on strike are generally not eligible for unemployment compensation benefits.

NO OPT-OUT PROVISION

There is no ability for a team member to “opt out” of the labor contract. You would have to accept whatever the union negotiates – even if that means losing benefits or other conditions of employment you currently receive. If you refuse to pay union dues, your employment could be terminated if the union is successful in negotiating a union security clause.

ONE SIZE FITS ALL

Labor contracts generally take a one-size-fits-all approach for various matters, which might include scheduling, vacation and other policies. If the union is voted in, the union doesn't know your family or financial or personal situation and may make decisions that are not in your best interest. Only YOU can determine what is best for YOU. Please vote NO to continue to represent yourself. If you have unique, individual needs, they might not be considered.

FLEXIBILITY

Today, you work directly with your leader on individual needs such as shift changes, early departures, delayed start times, same-day vacation requests, time off for child care and other personal needs. With IUOE Local 150, a union representative would speak for you. You and your leader would be bound by the labor contract and may not be able to make decisions based on your individual needs.

COSTS OF UNIONIZATION

IUOE Local 150 working dues are 3% of a member's gross wages per month. Monthly dues range from a minimum of \$21.50 up to \$245.20. **If you paid \$161.20 a month in dues, that would cost you \$1,934.40 every year.** The union also charges an initiation fee that ranges from \$30 to \$512.50 per new member. Is it worth paying dues with no guarantees?

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