

Under Section 8 of the National Labor Relations Act, your employer cannot punish you for your Union activity.

Your employer cannot legally do the following:

- Fire, lay off, harass, transfer, reassign employees or threaten to take any of the aforementioned actions because the employee supports the Union.
- Favor employees who do not support the union over those who do. This can be seen through promotions, job assignments, wages, allocation of hours, enforcement of rules, and any other condition that affects worker's lives and livelihood.
- Shut down the work site or take away any benefits or privileges employees already enjoyed, in order to discourage Union activity.
- Promise or provide employees pay increases, promotions, benefits or special favors if they oppose the Union.

You can protect your legal rights:

You can encourage your employer to recognize a Union and negotiate a fair contract by building a *strong organization where you work*. A unified workforce is a powerful workforce.

If your employer violates the law, the Union can help you file an "Unfair Labor Practice" charge with the National Labor Relations Board. The Labor Board has the power to order an employer to stop interfering with employees' rights, to provide back pay, and to reverse any action taken against workers for Union activity, including termination.

Decisions made by **the Labor Board are court-enforced and provide *teeth* to the National Labor Relations Act.**

You can help protect your legal rights by:

- Keeping written notes of any incidents in which company officials or supervisors threaten, harass or punish workers because of Union activity.
- Immediately report any such incidents to your organizing committee and the Union staff.

Supervisors or Company Officials CANNOT:

- Attend any Union meeting, park across the street from the meeting place to see which employees attend the meeting, or engage in any under-cover activity which would make employees feel they are being spied upon to determine who is participating in the Union campaign.

- Tell employees that the Company will fire or punish them if they engage in Union activity.
- Lay off, discharge, or discipline any employee for Union activity.
- Grant employees wage increases, promotions or benefits in order to keep them from supporting the Union.
- Ask employees about their own Union membership or activities or those of fellow employees, including meeting attendance, card soliciting or signing, and other forms of Union participation.
- Assign work to create conditions intended to get rid of an employee because of Union activity.
- Ask employees how they intend to vote.
- Threaten employees with economic reprisals for participating in Union activities. For example, threaten to close or sell the facility, lay-off workers, or reduce pay and benefits.
- Provide or promise to provide benefits to employees if they vote against the Union.
- Announce that the Company will not bargain with a Union.
- Discriminate against Union supporters when assigning overtime or desirable work.
- Purposely group together anti-Union employees and keep them apart from Union supporters.
- Transfer workers on the basis of Union activity.
- Choose employees to be laid off on the basis of weakening the Union's strength.
- Discipline Union supporters for a particular action, and allow anti-Union employees to go unpunished for the same action.
- Go against Company policy for the purpose of getting rid of a Union supporter.
- Take actions that adversely affect an employee's job or pay rate because of Union activity.
- Threaten a Union supporter through a third party.
- Threaten workers or coerce them in an attempt to influence their vote.
- Tell employees overtime work or premium pay will be discontinued if the facility is organized.
- Start a petition against the Union or take part in its circulation if started by employees.
- Urge employees to try to influence others to oppose the Union.

Any of the above acts constitutes a violation of the National Labor Relations Act, which is the law that protects your right to organize a Union.

If any of these acts are committed, please report them to your Organizing Committee or a Union Representative immediately!