



“TIPS” FOR UNION ORGANIZING

IT IS YOUR LEGAL RIGHT TO ORGANIZE A UNION. IT IS AGAINST THE LAW FOR AN EMPLOYER, SUPERVISOR, OR FOREMAN TO THREATEN, INTERROGATE, PROMISE, OR SPY (TIPS) DURING UNION ORGANIZING. THESE AND OTHER ACTS LISTED BELOW CONSTITUTE A VIOLATION OF THE NATIONAL LABOR RELATIONS ACT (NLRA).

YOUR EMPLOYER CANNOT:

1. Attend a union meeting, park across the street from the meeting place or engage in any undercover activity which would indicate that the employees are being kept under surveillance to determine who is and who is not participating in the union meeting;
2. Tell employees that the company will fire or punish them if they engage in union activity;
3. Lay off, discharge or discipline any employee for union activity;
4. Grant employees wage increases, special concessions or benefits in order to keep the union out;
5. Bar workers who are organizing from soliciting other employees' membership on or off the company property during non-working hours;
6. Ask employees how they intend to vote if a union election takes place;
7. Threaten employees with reprisal for participating in union activities. For example, threaten to close the business, curtail operations or reduce employees' benefits;
8. Promise benefits to employees if they reject the union;
9. Give financial support or other assistance to a union;
10. Announce that the company will not deal with the union;
11. Threaten to go out of business and reopen under another name in order to avoid dealing with a union;
12. Ask employees whether or not they belong to a union, or have signed up for union representation;

13. Make anti-union statements or act in a way that might show preference for a non-union employees;
14. Make distinctions between union and non-union employees when assigning overtime or desirable work;
15. Purposely team up non-union employees and keep them apart from those supporting the union;
16. Transfer employees on the basis of union affiliations or activities;
17. Choose employees to be laid off in order to weaken the union's strength or discourage union membership;
18. Discriminate against union supporters when disciplining employees;
19. By nature of work assignments, create conditions intended to get rid of an employee because of union activity;
20. Fail to grant a scheduled benefit or wage increase because of union activity;
21. Deviate from a company policy for the purpose of getting rid of a union supporter;
22. Take action that adversely affects an employees job or pay rate because of union activity;
23. Threaten workers or coerce them in an attempt to influence their vote if an election is planned;
24. Threaten a union member through a third party;
25. Promise employees a reward or a future benefit if they decide "no union"
26. Tell employees overtime work (and premium pay) will be discontinued if the company is unionized;
27. Say unionization will do away with vacations or benefits and privileges presently in effect;
28. Promise employees promotions, raises or other benefits if they get out of the union or refrain from joining the union;
29. Promise employees promotions, raises or other benefits if they get out of the union or refrain from joining the union;
30. Start petition or flyer against the union or encourage or take part in its circulation if started by employees.