

IT IS UNLAWFUL FOR YOUR EMPLOYER TO INTERFERE WITH, RESTRAIN OR COERCE EMPLOYEES SEEKING TO ORGANIZE OR JOIN A UNION

What the employer CANNOT do:

1. They CANNOT tell employees that management will fire or punish them if they engage in union activity.
2. They CANNOT lay off or discharge any employees for union activity.
3. They CANNOT bar employee union representatives from signing employees on union cards during non-working hours.
4. They CANNOT bar employees from discussing the union during working hours providing it does not interfere with client care.
5. They CANNOT ask employees about confidential union matters, meetings, etc.
6. They CANNOT ask employees about the union representatives.
7. They CANNOT ask employees how they intend to vote.
8. They CANNOT ask employees whether or not they belong to a union or signed a card for the union.
9. They CANNOT, by nature of work assignment, create conditions intended to get rid of an employee because of her/his union activity.
10. They CANNOT threaten workers or coerce them in an attempt to influence their vote.
11. They CANNOT tell employees that existing benefits will be discontinued if the facility is unionized.
12. They CANNOT say unionization will force management to lay off staff.
13. They CANNOT say unionization will take away benefits and privileges presently in effect.
14. They CANNOT promise employees promotions, raises or other benefits if they get out of the union or refrain from joining it.

ANY OF THE ABOVE CONSTITUTES A VIOLATION OF THE NATIONAL LABOR RELATIONS ACT.
YOU, AS AN EMPLOYEE AND SUPPORTER OF A FREE TRADE UNION MOVEMENT, SHOULD
REPORT THESE ACTS, IF COMMITTED, TO YOUR UNION REPRESENTATIVE IMMEDIATELY.

YOU CAN PROTECT YOUR RIGHT TO ORGANIZE.