



## What Employers and Supervisors Cannot Legally Do

### ATTENTION: Know Your Rights!!!

- They can **NOT** ask employees what they think about the Union or a Union representative.
- They can **NOT** threaten employees with reprisal for participation in Union activities.
- They can **NOT** layoff, discharge, or discipline any employee for Union activity.
- They can **NOT** grant employees wage increases, special concessions, or benefits in order to keep the Union out.
- They can **NOT** bar employees in support of the Union from soliciting employee memberships on or off the company property during non-working time.
- They can **NOT** ask employees about Union matters, meetings, etc. (Some employees may, of their own accord, walk up and tell of such matters, but to ask questions to obtain additional information is illegal.)
- They can **NOT** attend any Union meetings, park across the street from a meeting place, or engage in any undercover activity which would indicate that the employees are being kept under surveillance to determine who is and is not participating in the Union program.
- They can **NOT** ask employees how they intend to vote.
- They can **NOT** tell employees that the company will fire or punish them if they engage in Union activity.
- They can **NOT** promise to increase benefits to employees if they reject the Union.
- They can **NOT** give financial support or other assistance to employees or groups of employees who favor or oppose the Union.
- They can **NOT** deviate from company policy for the purpose of eliminating a Union supporter.
- They can **NOT** announce that the company will not deal with the Union.
- They can **NOT** threaten to close, in fact close, or move a plant in order to avoid dealing with a Union
- They can **NOT** ask employees whether or not they belong to a Union, or have signed up for Union representation.
- They can **NOT** ask an employee, during the hiring interview, about their affiliation with a labor organization or how they feel about Unions.
- They can **NOT** act in a way that might show preference for a non-union employee.
- They can **NOT** make distinctions between Union and non-union employees when assigning overtime work or desirable work.
- They can **NOT** purposely team up non-union employees and keep them apart from those supporting the Union.
- They can **NOT** visit the homes of employees to urge them to reject the Union.
- They can **NOT** transfer workers on the basis of Union affiliation or activities.
- They can **NOT** choose employees to be laid off in order to weaken the Union's strength or discourage membership in the Union.
- They can **NOT** discriminate against Union people when disciplining employees.
- They can **NOT** by nature of work assignments, create conditions intended to get rid of an employee because of his Union activity.
- They can **NOT** fail to grant a scheduled benefit or wage increase because of Union activity.

- They can **NOT** take action that adversely affects an employee's job or pay rate because of Union activity.
- They can **NOT** threaten workers or coerce them in an attempt to influence their vote.
- They can **NOT** threaten a Union member through a third party.
- They can **NOT** promise employees a reward or a future benefit if they decide "non-union".
- They can **NOT** tell employees overtime work (and premium pay) will be discontinued if the company is unionized.
- They can **NOT** say unionization will force the company to lay off employees.
- They can **NOT** say unionization will do away with vacations or other benefits and privileges presently in effect.
- They can **NOT** promise employees promotions, raises or other benefits if they get out of the Union or refrain from joining the Union.
- They can **NOT** start a petition or circular against the Union.
- They can **NOT** urge employees to try to induce others to oppose the Union or keep out of it.

It is a worker's legal, civil, human and moral right to take action to form a Union. Any of the above acts constitutes a violation of the National Labor Relations Act. Therefore, YOU as a worker and supporter of a free trade Union movement should report these acts to your Union Representative immediately.

Managers are spokesmen for the company. The company is legally responsible for what managers say and do.

### **NOTICE TO MANAGEMENT, SUPERVISORS AND OWNERS:**

Any reports of this activity brought forth to the **IAM**, will prompt us to file an Unfair Labor Practice (ULP) Charge with the NLRB against your Company for any illegal activity against its employees. The **IAM** has a zero tolerance policy towards employers for any wrong doing against those who want to form or join a Union. It is our intention to see that you do not interfere with their federally protected right to Organize.

## INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS



<http://www.iamdistrict65.org>

*Representing over 700,000 Skilled Trade Workers*

## **THE FIGHTING MACHINISTS**