



## **Employee Rights in an Organizing Campaign**

### **Employees Can:**

- Form, or attempt to form, a union at your place of employment, or to take concerted activity regarding the terms and conditions of employment.
- Discuss the union during non-working time (breaks and lunch hours) at your work area.
- If employees are allowed casual conversations (e.g., church, children, sports, etc.) during work hours, then they can also talk about the union.
- Post literature during non-working time relating to union meetings and information on bulletin boards designated for employee use.
- Distribute union literature during non-working time in non-work areas (e.g., break rooms, cafeteria, parking lots, etc.).
- Attend meetings to discuss forming a union.
- Distribute and sign union authorization cards during non-working time.

# Employer Restrictions

## **Employers Cannot:**

- **Discriminate against union supporters by discharging, demoting, denying promotion, changing shifts or jobs, withdrawing benefits or cutting wages.**
- **Threaten employees with plant closing or any of the above adverse job actions as a result of their union support, or create a threatening work atmosphere through the use of guards or by instituting surveillance or searches in order to discourage union activity.**
- **Favor employees who do not support the union over those who do in promotions, job assignments, wages, hours, enforcement of rules, or any other working conditions.**
- **Shut down work or take away benefits and/or privileges that employees already enjoy in order to discourage union activity.**
- **Intimidate employees from supporting the union.**
- **Interrogate employees about their concerns regarding wages, benefits, and other conditions of employment which might lead to the employees' support of the union.**
- **Refuse to bargain unless ordered or insinuate that bargaining would begin from scratch.**
- **Force employees to wear anti-union buttons or apparel.**
- **Grant or promising wage or benefit increases with the intention of reducing support for a union.**
- **Make libelous statements about the union or its supporters.**
- **Make misrepresentations concerning the union organizing campaign.**
- **Impose any broad rules outlawing any pro-union conversation or distribution of union literature.**
- **Spy on employees by means of eavesdropping, taping, filming, photographing, phone tapping, or tracking attendance at union functions.**