

You Have The Right...

The law that protects your right to support or not support a union is called the Public Employee Collective Bargaining Act. Under this law it is legal for you to do any of the following:

- ❖ To attend meetings on your own time to discuss forming a union or other collective actions.
- ❖ To read, distribute and discuss union literature.
- ❖ To sign a card or otherwise petition management to recognize the union or to support other collective goals, such as bargaining, resolving a grievance, etc.
- ❖ To sign petitions and or file grievances relating to your or other workers employment.
- ❖ To ask your co-workers to support the union, to sign union cards or petitions, or to file grievances.
- ❖ Wear union buttons, stickers, t-shirts, hats and pins.
- ❖ In short, employees may educate and motivate their fellow employees to improve their work life by organizing a union so long as they do not interrupt their work or the work of others.

Management May Not...

The same law that protects your right to engage in union activity also makes it illegal your employer to commit what are called Unfair Labor Practices. Under the law, it is illegal and an Unfair Labor Practice for an employer to do any of the following:

- Fire, discipline, layoff, transfer, reassign or harass employees (or threaten to do any of those things) because they wish to form a union.
- Refuse or delay completing necessary paperwork concerning your visa or green card because you are engaging in union activity.
- Favor employees who don't support the union by granting them promotions, job assignments, wages, hours of work or other favorable working conditions.
- Take away or threaten to take wages, benefits or privileges employees already enjoy or to threaten to close a facility or to lay off employees if they support a union.
- Promise employees a pay increase, promotions, benefits or special favors if they oppose the union.
- In short, management may not discriminate against employees who support a union or are trying to seek information about a union. Management also may not interfere with, restrain or coerce employees engaged in or because of their protected union activity.