

“DO YOU KNOW”

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

What Foremen and Supervisors Can NOT Do

1. Attend any union meetings, park across the street from the union hall to see which employees enter the hall, 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 program.
2. Tell employees that the Company will fire or punish them if they engage in union activity.
3. Lay off or discharge any employee for union activity.
4. Grant employees wage increases or special concessions in order to keep the union out.
5. Bar employee union representatives from soliciting employee memberships during non-working hours.
6. Ask employees about confidential union matters, meetings, etc. (Some employees may of their own accord, walk up and tell of such matters. It is not an unfair labor practice to listen, but to ask questions to obtain additional information is illegal.)
7. Ask employees what they think about the union or a union representative.
8. Ask employees how they intend to vote.
9. Threaten employees with economic reprisal for participating in union activities. For example, threaten to move the plant or close the business, curtail operations, reduce employee benefits.
10. Promise benefits to employees if they reject the union.
11. Give financial support or other assistance to a union or to employees, regardless of whether or not they are supporting or opposing the union.
12. Announce that the Company will not deal with a union.
13. Ask employees whether or not they belong to a union or have signed up for a union.
14. Ask an employee, during the hiring interview, about his affiliation with a labor organization.
15. Make anti-union statements or actions that might show preference for a non-union man.
16. Make distinctions between union and non-union employees when assigning overtime work or desirable work.
17. Purposely team up non-union men and keep them apart from those supporting a labor organization.
18. Transfer workers on the basis of union affiliations or activity.
19. Choose men to be laid off on the basis of weakening the union's strength or discouraging membership in it.
20. Discriminate against union people when disciplining employees.
21. By the nature of the work assignment, create conditions intended to get rid of an employee because of his union activity.
22. Discipline union employees for a particular action and permit non-union employees to go unpunished for the same action.
23. Deviate from Company policy for the purpose of getting rid of a union supporter.
24. Take actions that adversely affect an employee's job or any pay rate because of union activity.
25. Become involved in arguments that may lead to a physical encounter with an employee over the union question.
26. Threaten a union member through a third party.
27. Threaten workers or coerce them in an attempt to influence their vote.
28. Promise employees a reward or a future benefit if they decide "no union."
29. Tell employees overtime work (and premium pay) will be discontinued if plant is unionized.
30. Say unionization will force the Company to lay off employees.
31. Say unionization will take away vacations, or other benefits and privileges presently in effect.
32. Promise employees promotions, raise or other benefits if they get out of the union or refrain from joining it.
33. Start a petition or circular against the union or encourage or take part in its circulation if started by employees.
34. Urge employees to try to induce others to oppose the union or keep out of it.
35. Visit the homes of employees to urge them to reject the union.

Any of the above acts constitutes a violation of Federal Law 101, as amended. Therefore, YOU as an Employee and a supporter of Free Trade Union Movement should report these acts, if committed, to your Union Committee and Representative immediately.



**UTILITY WORKERS UNION OF AMERICA
AFL-CIO**