



Utility Workers Union of America, AFL-CIO

Worker's Bill of Rights*

- 1. We have the right to talk about forming a union before work, during breaks and lunch periods.**
- 2. Workers have the right to refuse to tell their supervisor, another manager, or a lawyer or company consultant for the employer whether they support the union.**
- 3. Workers who support the union cannot be punished because of their support. Examples of unlawful punishment are denial of a promotion, denial of overtime, transfer to an undesirable job or one that isolates the supporter from other workers, discharge and any other action that is based on the worker's union support.**
- 4. Supervisors, other managers, lawyers and consultants cannot threaten to punish workers because they support the union.**
- 5. Workers cannot be promised they will receive a benefit, such as a promotion or raise, if they do not to support the union.**
- 6. Members of management, lawyers or consultants cannot spy on union meetings or observe who attends meetings.**
- 7. Workers cannot be asked to work against the union.**