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.**

*Adapted from Organizing and Staying Organized by Kenneth Gagala