

# 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 EMPLOYERS AND SUPERVISORS CAN **NOT** DO

1. They can **NOT** tell employees that the Employer will fire or punish them if they engage in Union activity.
2. They can **NOT** lay off or discharge any employee for Union activity.
3. They can **NOT** grant employees wage increases or special concessions in order to keep the Union out.
4. They can **NOT** bar Union Representatives from soliciting members during non-working hours.
5. They can **NOT** ask employees about confidential Union matters, meetings, etc...
6. They can **NOT** ask employees about the Union or about Union Representatives.
7. They can **NOT** ask employees if they signed pledge cards or how they intend to vote.
8. They can **NOT** by the nature of the work assignment create conditions intended to get rid of an employee because of his Union activity.
9. They can **NOT** threaten workers or coerce them in an attempt to influence their vote.
10. They can **NOT** tell employees that existing benefits will be discontinued if the Company is unionized.
11. They can **NOT** say unionization will take away vacations or other benefits and privileges presently in effect.
12. They can **NOT** say unionization will force the Company to lay off workers.
13. They can **NOT** promise employees promotions, raises or other benefits if they get out of the Union or refrain from joining it.

Any of the above acts constitute a violation of the National Labor Relations Act and the State Labor Relations Act. Therefore, YOU as a worker should report these acts if committed to your Union Representative, Lou Marchetti at 510-406-3688.