

It's Your RIGHT To Join A Union **Here's The Law.**

Your Right to join the Union is protected by the U.S. Government

Your Rights

Section 7 of the National Labor Act guarantees employees the right to organize a union and bargain collectively with their employer. Here are the actual words of Section 7:

“Employees shall have the right to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.....”

Your Protection

To enforce these Section 7 rights, Federal Law makes certain employer conduct illegal. Thus, it is an unfair labor practice for an employer:

**To interfere with, restrain or coerce employees in the exercise of the rights guaranteed in Section 7;

**To form or control a labor organization as a “company union”;

**To discriminate against any employee in hiring, firing or conditions of employment because of union activities or to encourage or discourage membership in a union;

**To discriminate against an employee for filing unfair labor practice charges or giving testimony in an NLRB proceeding; and

**To refuse to bargain collectively with the union which represents the majority of his employees.

What this means to you

You and your fellow employees have the free choice and legal right to work as a team, and to help organize, join and support a union. This includes the legal right to sign a union card, solicit fellow employees to sign cards, attend union meetings, wear union insignia, talk union and distribute union literature. However, such union activities must not be exercised during working hours or in work areas. (for this purpose lunch time and break time are not considered working time.)

The employer breaks the law if he interferes with organizing activities by interrogation, surveillance of union meetings or any other methods. The employer can not threaten or penalize any employee in any manner because he supports the union, or promise or give him increased benefits or promotions to stop supporting the union.

If an employer improperly discharges, suspends or demotes an employee for union activity, the employee can obtain reinstatement without loss of seniority, and with back pay plus 6% interest.

The employees may rely upon the group strength and action of the union in dealing with the employer, and the employer is not allowed to negotiate with the employees individually once the union's majority status is established. Moreover, the employer cannot unilaterally take away any existing benefits; he must negotiate with the union on all benefits and employment conditions.

The National Labor Relations Board, an agency of the federal government, exists to protect your rights against these or any other violations of the law by employers.

How can you help

Some employers, which have no respect for the law, try to rob their employees of their right to have a union by illegally interfering with their organizing activities. You can help prevent this from happening in your plant in the following manner:

If any company official or supervisor talks to you about the union and;

- A. Asks any questions,
- B. Makes any promises,
- C. Makes any threats,

This is what you should do

1. Remember exactly what was said and write it down the very first chance you have. Don't put it off. Put it in writing the same day that it happens. This is very important!
2. Make a note of what was said, who said it, where the conversation took place and who was present. Be sure to add the time of day and the date. Write down everything you can remember.
3. Give this information to your union representative as soon as possible.