
















# Know Your Rights!

**It is illegal for an employer or supervisor to interfere with, restrain, or coerce employees seeking to organize a union.**

## **13 Things It Is Illegal for Management To Do:**

-  Tell employees they will fire or punish them if they engage in union activity.
-  Lay-off or discharge any employee for union activity.
-  Grant employee wage increases or special concessions in order to keep the union out.
-  Keep union representatives from talking with employees during non-work hours.
-  Ask employees about confidential union matters, meetings, etc.
-  Ask employees about the union or union representatives.
-  Ask employees how they intend to vote in a union election.
-  Ask employees whether or not they belong to a union or have signed a union card.
-  Change an employee's working conditions in a way that intends to get rid of that employee because of his or her union activity.
-  Threaten employees or coerce them in an attempt to influence their vote.
-  Tell employees that existing benefits will be discontinued if the facility is unionized.
-  Tell employees that forming a union will force the employer to lay-off employees.
-  Tell employees that management will take away vacations or other benefits and privileges currently in effect.

**Any one of the above is a violation of the National Labor Relations Act. If you witness management doing any of these things, tell an organizer.**