

# KNOW YOUR RIGHTS TO ORGANIZE

## Your Legal Rights Under the RLA

If you are harassed or intimidated by the company or another union for supporting the Teamsters at AA, you are protected by federal law. It's important that you carefully document any incident of harassment or intimidation that occurs so that your rights under the Railway Labor Act are protected and enforced.

### **Section 2, Fourth of the Railway Labor Act, 45 U.S.C. § 152,**

**Fourth, states:** *"Employees shall have the right to organize and bargain collectively through representatives of their own choosing. . . . No carrier, its officers, or agents shall deny or in any way question the right of its employees to join, organize, or assist in organizing the labor organization of their choice, and it shall be unlawful for any carrier to interfere in any way with the organization of its employees, or to use the funds of the carrier in maintaining or assisting or contributing to any labor organization, labor representative, or other agency of collective bargaining, or in performing any work therefore, or to influence or coerce employees in an effort to induce them to join or remain or not to join or remain members of any labor organization. . . ."*

This means it is illegal and a violation of federal law for any airline or another union to interfere with or coerce its employees in their decision to form or join a union. It's critical to document any coercion or harassment, regardless of who is doing it, as this is a violation of your employee rights under the RLA. Please fill out an incident report form if your RLA rights have been violated.

Activities that are legally protected under the RLA include:

- The right to wear pro-Teamster pins, buttons, stickers and lanyards while at work. This is especially true where employees have been permitted to wear these items in the past when they portrayed other logos such as sports teams, political candidates, etc.
- The right to distribute pro-Teamster materials. While you have the right to distribute such materials, the distribution of union-related materials in the workplace must occur in "non-work areas during non-work time." Non-work areas include break rooms, lunch rooms, locker rooms and parking lots.
- When handing out Teamster-related materials, it is important that you do not force materials onto co-workers who do not want them. Do not get provoked

into a confrontation over union representation. If anyone – a co-worker, manager, boss or friend – wants to argue about your support for the Teamsters, remove yourself from the situation if the debate cannot be had in a respectful manner.

- Handing out and wearing stickers are other ways in which workers may show their support for a union. Placing stickers onto personal items, including clothing, lunch boxes or tool boxes, is acceptable. Do not place any Teamster-related stickers onto company property.
- You have the right to post Teamster-related materials on bulletin boards so long as they are general-use boards. General-use boards are those used by employees and may contain fliers, posters, notes or memos pertaining to birthday parties, yard sales, animal adoptions, etc. No one should remove fliers pertaining to the organizing drive from these boards. It is a violation for the employer to remove general-use bulletin boards once the organizing campaign has started.
- You have the right to peacefully talk about the Teamsters while working. As long as you are allowed to speak with your co-workers while you work, you are free to discuss union-related activity and business.

Any instances in which mechanics and related workers are threatened, harassed or denied the right to wear, discuss or distribute pro-union material in the workplace should be reported immediately. The harassment based on union support is just as illegal as harassing workers based on their gender, age, race or religion. Therefore, any and all circumstances in which workers are denied rights or harassed because of their union support should be reported to the Teamsters. Fill out the incident report on reverse right away.



AA Mechanics and Related for  
**TEAMSTERS**

**For more information, call the campaign hotline at 877-589-4951 or visit [www.teamster.org/aamx](http://www.teamster.org/aamx)**



## AMERICAN AIRLINES MECHANICS AND RELATED CAMPAIGN

# Statement of Harassment or Intimidation

I have been subjected to illegal Company/TWU/AMFA/IAM pressure:

On \_\_\_\_\_ (date and time)

At (station and exact physical location) \_\_\_\_\_

I \_\_\_\_\_, (name and job classification)

was subjected to undue influence intended to discourage me from exercising my legal right to organize and/or vote for a union.

(Name and title of American Airlines/TWU/AMFA/IAM Official and/or other person/s) \_\_\_\_\_

\_\_\_\_\_

What happened: (Please be as detailed as possible. Use additional sheets if needed.)

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Name(s) of any witness: \_\_\_\_\_

\_\_\_\_\_

Dated: \_\_\_\_\_ Signature: \_\_\_\_\_

Print Name: \_\_\_\_\_

**Give your completed incident report form to a Teamster organizer or mail it to the Teamsters Organizing Department at 25 Louisiana Ave. NW, Washington, D.C. 20001. All incident reports shall be kept confidential.**