

KNOW YOUR RIGHTS

Federal labor laws Under the Railway Act Guarantee Workers the Right to Organize

Federal law under the Railway Labor Act establishes democratic procedures for working Americans in the airlines and railroad industries who want to organize a union. It only takes 50 percent of given class or craft at an airline to sign cards declaring their desire for union representation to get the ball rolling. Once the union files an application accompanied by signed authorization cards from 50 percent of workers involved, an election run by the federal government is held. For the union to win the election, a majority of ballots cast need to be in favor of union representation.

The law forbids employers from interfering, coercing, or intimidating workers to prevent workers from exercising their right to freely choose their own representatives. Federal labor law guarantees that workers shall have the right to organize to form to join a labor organization, and to bargain collectively through representatives of their own choosing.

What Does This Mean?

It means that workers have the legal right to join and to support a union of their own choosing. This includes such activities as signing a union card, getting others to sign cards, attending union meetings, passing out union literature and talking union to other workers on their own time. It also states that workers have the legal right to deal with their employer through a union rather than

individually. It gives workers the legal right to take such group action, as they feel necessary in order to gain their desired goals as long as these actions violate no other laws. It does not mean that workers have the right to carry on union activity during working hours or to allow their union activity to interfere with their jobs.

Federal labor law also guarantees that the company cannot discriminate against any worker in order to interfere with the right to organize a union. Workers are supposed to have a FREE CHOICE in deciding whether or not they want to use their right to organize. Anything that an employer does to interfere with this free choice is against the law.

- If an employer penalizes a worker in any manner because of his union activity or belief, the employer has broken the law.
- An employer should not question workers about how they feel regarding the union. they may not ask who signed cards, which workers are pushing the union, who attended meetings, what occurred at these meetings, etc. it is none of their business.
- An employer is not to make any promises of raises, promotions or other benefits in order to influence workers in the exercise of their rights.
- An employer cannot take away, or threaten to take away, any benefits which you already have because of your union activity.

OUR RIGHT TO FORM A UNION IS
Protected by Federal Law

Know What Your Employer Cannot Do:

- Attend any union meeting, park across the street from the hall or engage in any undercover activity which places workers under surveillance to determine who is and who is not participating in the union program.
- Tell workers that the company will fire or punish them if they engage in union activity.
- Lay off, discharge, or discipline any workers for union activity.
- Grant workers wage increases, special concessions or benefits in order to keep the union out.
- Ask workers about union matters, meetings, etc.
- Ask workers what they think about the union or a union representative.
- Ask workers how they intend to vote or if they are going to vote.
- Threaten workers with reprisal for participating in union activities – e.g., threaten to move or close the business, curtail operations or reduce workers' benefits.
- Promise benefits to workers if they reject the union.
- Give financial support or other assistance to a union.
- Announce that the company will not deal with the union.
- Threaten to close, in fact close, or move the business in order to avoid dealing with a union.
- Ask workers whether or not they belong to a union or have signed up for union representation.
- Make distinctions between union and non-union workers when assigning overtime work or desirable jobs.
- Purposely team up non-union workers in order to keep them apart from those supporting the union.
- Transfer workers on the basis of union affiliations or activities.
- Choose workers to be laid off in order to discourage organizing.
- Discriminate against union people when disciplining workers.
- By nature of work assignments, create conditions intended to get rid of a worker because of his/her union activity.
- Fail to grant a scheduled benefit or wage increase because of union activity.
- Deviate from company policy for the purpose of getting rid of a union supporter.
- Take action that adversely affects a worker's job pay rate because of union activity.
- Threaten workers or coerce them in an attempt to influence their vote.
- Promise workers a reward or future benefits if they decide to vote against the union.
- Tell workers overtime work (and premium pay) will be discontinued if the business is unionized.
- Say unionization will force the company to lay off workers.
- Say unionization will do away with vacations, night privileges, or other benefits and privileges presently in effect.
- Promise workers promotions, raises or other benefits if they get out the union or refrain from joining the union.
- Start a petition or circular against the union or encourage or take part in its circulation if started by workers.
- Visit the homes of workers to urge them to reject the union.
- Bar worker union representatives from soliciting workers' membership on or off the company property during non-working hours.

DELTA MECHANICS
- Fixing to be Teamsters!

