



# WHAT EMPLOYERS AND SUPERVISORS CANNOT LEGALLY DO

As we work to form our union, the employer may try to get us to not support the union. This is typical anti-worker, anti-union corporate behavior. They may want to scare and intimidate us. Please see the list below of what the company and supervisors can **NOT** legally do.

1. They can **NOT** attend any union meetings, park across the street from a meeting place, or engage in any undercover activity which would indicate that the employees are being kept under surveillance to determine who is and is not participating in the union program.
2. They can **NOT** tell employees that the company will fire or punish them if they engage in union activity.
3. They can **NOT** lay off, discharge, or discipline any employee for union activity.
4. They can **NOT** bar employees in support of the union from soliciting employees' memberships on or off the company property during nonworking time.
5. They can **NOT** grant employees wage increases, special concessions, or benefits in order to keep the union out.
6. They can **NOT** ask employees about union matters, meetings, etc. (Some employees may, of their own accord, walk up and tell of such matters, but to ask questions to obtain additional information is illegal.)
7. They can **NOT** ask employees what they think about the union or a union representative.
8. They can **NOT** ask employees how they intend to vote.
9. They can **NOT** threaten employees with reprisal for participation in union activities.
10. They can **NOT** promise to increase benefits to employees if they reject the union.
11. They can **NOT** give financial support or other assistance to employees or groups of employees who favor or oppose the union.
12. They can **NOT** announce that the company will not deal with the union.
13. They can **NOT** threaten to close, in fact close, or move a plant in order to avoid dealing with a union.
14. They can **NOT** ask employees whether they belong to a union or have signed up for union representation.
15. They can **NOT** ask employees, during the hiring interview, about their affiliation with a labor organization or how they feel about unions.
16. They can **NOT** act in a way that might show preference for a nonunion employee.
17. They can **NOT** make distinctions between union and nonunion employees when assigning overtime work or desirable work.

18. They can **NOT** purposely team up nonunion employees and keep them apart from those supporting the union.
19. They can **NOT** transfer workers on the basis of union affiliation or activities.
20. They can **NOT** choose employees to be laid off in order to weaken the union's strength or discourage membership in the union.
21. They can **NOT** discriminate against union people when disciplining employees.
22. They can **NOT** by nature of work assignments, create conditions intended to get rid of employees because of their union activity.
23. They can **NOT** fail to grant a scheduled benefit or wage increase because of union activity.
24. They can **NOT** deviate from company policy for the purpose of getting rid of a union supporter.
25. They can **NOT** take action that adversely affects an employee's job or pay rate because of union activity.
26. They can **NOT** threaten workers or coerce them in an attempt to influence their vote.
27. They can **NOT** threaten a union member through a third party.
28. They can **NOT** promise employees a reward or a future benefit if they decide to not join the union.
29. They can **NOT** tell employees overtime work (and premium pay) will be discontinued if the facility is unionized.
30. They can **NOT** say unionization will force the company to lay off employees.
31. They can **NOT** say unionization will do away with vacations or other benefits and privileges presently in effect.
32. They can **NOT** promise employees promotions, raises or other benefits if they get out of the union or refrain from joining the union.
33. They can **NOT** start a petition or circular against the union or encourage or take part in its circulation if started by employees
34. They can **NOT** urge employees to try to induce others to oppose the union or keep out of it.
35. They can **NOT** visit the homes of employees to urge them to reject the union.



**Any of the above acts constitutes a violation of the National Labor Relations Act. Therefore, YOU as a worker and a supporter of a free trade union movement should report these acts to your union representative immediately.**