



TEAMSTER POWER

LET'S GET IT IN WRITING!

Right now, the company has all the power.

The company can reduce your pay.

The company can cut your benefits.

The company can make your working conditions more difficult.

And there's not a thing you can do about it...

UNLESS WE COME TOGETHER IN A UNION

The company doesn't want you to stand together. They are spending a lot of time and money to convince us we don't need a union.

Why? It's about more than just dollars and cents. The company wants to call all the shots. It wants to keep the absolute power to cut our pay and benefits whenever it wants. A legally binding Teamster contract forces the company to share that power with us — and the company doesn't like that one bit.

With a union, you will have the power to protect your jobs and build a better future for your families.

FACTS ABOUT THE TEAMSTERS:

- The largest union in the United States, representing more than 1.3 million working men and women.

- In addition to the transportation industry, Teamster members include warehouse workers, teachers, fire fighters, office workers, police officers, construction workers, health care professionals, and airline workers, as well as workers in entertainment and manufacturing. We represent everyone from Airline Pilots to Zookeepers.

- As Teamster members, we will elect our own leaders, determine our own contract priorities and approve or reject contracts based on a secret ballot vote. There are no strikes unless "we" say so.

VOTE "YES" FOR THE TEAMSTERS!

WHY JOIN THE TEAMSTERS

Most employers try to talk workers out of organizing.

Why? Because employers know that, with a Union, workers gain the power to make themselves heard. And employers must listen.

And that's exactly what having a union is all about — having the power to stand up for ourselves, our families and our future. And having a strong, collective voice to stand up to our employer to gain decent working conditions, pay, and benefits, and dignity and respect on the job.

In fact, the only way to gain a voice in our job and gain real, positive changes in the workplace is to get it in writing — in a legally binding Teamsters contract.

It makes sense. When we stand alone, we are powerless. Our employer holds all the cards and he calls the shots. By standing together, workers gain a seat at the table and the ability to demand a fair deal.

The Teamsters Union is made up of more than 1.3 million working men and women just like you. We are truck drivers and nurses, police officers and school employees, food workers and airline employees and much more.

We believe that talk is cheap and that false company "promises" can't protect our families. We understand that the only way working people can truly protect their jobs and their families is by standing together and negotiating a legally binding union contract.

Had enough of broken promises? Tired of lousy pay and working conditions? Do you want a little respect on the job and security for your family?

Check out the Teamsters. You'll be glad you did.

ORGANIZE WITH THE TEAMSTERS

**For Decent Wages, Strong Benefits,
And A Voice in Your Future.**



HOW THE PROCESS WORKS

1. A group of employees interested in improving their wages, hours, and working conditions approach the Union and ask for assistance.
 2. The Union distributes authorization for representation cards to employees.
 3. After enough employees sign the cards, the Union petitions the National Labor Relations Board (NLRB) to have a certification vote.
 4. The NLRB verifies the signatures on the card and orders an election.
 5. The election is held.
 6. If the majority votes YES for Teamster representation the vote is certified by NLRB.
 7. A Union meeting is held to take proposals from EMPLOYEES and form a bargaining committee made up of, and elected by EMPLOYEES.
 8. Union representatives meet with EMPLOYEE BARGAINING COMMITTEE to finalize the negotiation strategy.
 9. Union Representative and the Committee meet with Employer.
- **Contract Negotiations.**
10. After the Bargaining Committee has reached the best possible agreement with the Employer which represents the proposals from the EMPLOYEES that agreement is brought back to the EMPLOYEES for a ratification vote.

If the majority votes yes the contract is signed and implemented. If the majority votes no the Bargaining Committee goes back into negotiations with the employer.

Remember these facts:

You are the Union.

You select the bargaining committee.

**The committee bargains for what the employees want.
The you vote on the contract agreement reached with the
employer before it's implemented.**



YOU WILL BE HEARING A LOT OF LIES FROM MANAGEMENT

HERE ARE THE FACTS...

* Ninety-eight percent of all union contracts are settled without a strike. A strike will not be called for unless you and your coworkers vote to do so.

* Union contracts protect workers' benefits. On average, union workers make a third more than nonunion workers. It's against the law for management to unilaterally take away benefits because workers have voted to join a union.

* You and your coworkers will run your location. You will elect your officers, set local policy, and run your own affairs.

* Your union dues—Will be two and a half times your hourly rate per month— The money is used to provide contract negotiators, lawyers, economists, educators, organizers, and others to give workers the clout to match people hired by management to deny you and your families pay increases and benefits improvements.

* Management's promises of promotions, better treatment, better wages, and other items are easily made and easily broken. With a union contract, wages, working conditions, benefits, and other items are not dependent on management's moods.

* A union contract provides a written guarantee of the terms of your employment and fair treatment on the job.

BLAH, BLAH, BLAH
UNION, BLAH, BLAH,
TEAMSTERS, BLAH,
BLAH, STRIKES, BLAH,
BLAH, DUES, BLAH...

MANAGEMENT

**EMPLOYEES
KEEP OUT**



VOTE TEAMSTERS...

For a Better Future.

Sometimes things are not what they seem!

**MANAGEMENT
WILL PLAY
TRICKS
WITH YOU!**

Beware
of a wolf
in sheep
clothing...



Behind the smiles and promises of unity, management often uses sneaky tactics to dissuade you from joining the Teamsters. They schedule mandatory meetings during company time to make you doubt the need for the Teamsters. But let's face the truth: Management's primary goal is profit, and they often achieve it by giving you additional responsibilities without fair compensation, taking advantage of your dedication.

Remember, the company thrives because of your hard work, and it's not right for them to profit at your expense. You deserve to be treated fairly, and your rights need protection. That's where the Teamsters come in. A Teamsters contract is the only real guarantee of fair wages, improved benefits, and protection against being exploited for their gain—not empty management promises.

Don't let them pull the wool over your eyes or take advantage of your dedication. Stand up, take control, and secure your future. Join the Teamsters today and be a part of the change you want to see in your workplace!

Let's Get It In Writing - A Union Contract!
Vote Teamsters - For a Better Future



Beware of Company T.I.P.S.

Know Your Rights Under The Law!

The only way to raise standards across the board is for everyone to stand together as one, demanding that they have a seat at the negotiating table. Your unity is critical to stop the company from violating workers' rights to form their union. Federal law is on your side, protecting your right to unionize. Demand your worth. Knowing your rights is the first step!

YOUR EMPLOYER MAY NOT:

T – THREATEN you in any way for exercising your federally protected rights to form or join a union.

I – INTERROGATE you regarding your union activity.

P – PROMISE you wage or benefit increases to persuade you from forming your union.

S – SPY on you for your federally protected union activities.

To protect workers from the illegal tactics many employers use to stop workers from organizing, the National Labor Relations Act (NLRA) gives workers rights:

- The right to join or help organize a union without being harassed or punished by your employer.
- The right to have meetings at lunchtime or break time in non-work areas on company property without being harassed or punished by your employer.
- The right to talk about the union and distribute union materials on non-work time (including lunch and breaks) in non-work areas (break rooms, locker rooms, etc.).
- The right to go to union meetings and wear union buttons—in most cases—without interference from your boss or supervisors.

IT'S TIME TO SECURE YOUR FUTURE WITH A TEAMSTER CONTRACT!





Employee Rights

Under the National Labor Relations Act

The National Labor Relations Act (NLRA) guarantees the right of employees to organize and bargain collectively with their employers, and to engage in other protected concerted activity or to refrain from engaging in any of the above activity. Employees covered by the NLRA* are protected from certain types of employer and union misconduct. This Notice gives you general information about your rights, and about the obligations of employers and unions under the NLRA. Contact the National Labor Relations Board (NLRB), the Federal agency that investigates and resolves complaints under the NLRA, using the contact information supplied below, if you have any questions about specific rights that may apply in your particular workplace.

Under the NLRA, you have the right to:

- Organize a union to negotiate with your employer concerning your wages, hours, and other terms and conditions of employment.
- Form, join or assist a union.
- Bargain collectively through representatives of employees' own choosing for a contract with your employer setting your wages, benefits, hours, and other working conditions.
- Discuss your wages and benefits and other terms and conditions of employment or union organizing with your co-workers or a union.
- Take action with one or more co-workers to improve your working conditions by, among other means, raising work-related complaints directly with your employer or with a government agency, and seeking help from a union.
- Strike and picket, depending on the purpose or means of the strike or the picketing.
- Choose not to do any of these activities, including joining or remaining a member of a union.

Under the NLRA, it is illegal for your employer to:

- Prohibit you from talking about or soliciting for a union during non-work time, such as before or after work or during break times; or from distributing union literature during non-work time, in non-work areas, such as parking lots or break rooms.
- Question you about your union support or activities in a manner that discourages you from engaging in that activity.
- Fire, demote, or transfer you, or reduce your hours or change your shift, or otherwise take adverse action against you, or threaten to take any of these actions, because you join or support a union, or because you engage in concerted activity for mutual aid and protection, or because you choose not to engage in any such activity.
- Threaten to close your workplace if workers choose a union to represent them.
- Promise or grant promotions, pay raises, or other benefits to discourage or encourage union support.
- Prohibit you from wearing union hats, buttons, t-shirts, and pins in the workplace except under special circumstances.
- Spy on or videotape peaceful union activities and gatherings or pretend to do so.

Under the NLRA, it is illegal for a union or for the union that represents you in bargaining with your employer to:

- Threaten or coerce you in order to gain your support for the union.
- Refuse to process a grievance because you have criticized union officials or because you are not a member of the union.
- Use or maintain discriminatory standards or procedures in making job referrals from a hiring hall.
- Cause or attempt to cause an employer to discriminate against you because of your union-related activity.
- Take adverse action against you because you have not joined or do not support the union.

If you and your co-workers select a union to act as your collective bargaining representative, your employer and the union are required to bargain in good faith in a genuine effort to reach a written, binding agreement setting your terms and conditions of employment. The union is required to fairly represent you in bargaining and enforcing the agreement.

Illegal conduct will not be permitted. If you believe your rights or the rights of others have been violated, you should contact the NLRB promptly to protect your rights, generally within six months of the unlawful activity. You may inquire about possible violations without your employer or anyone else being informed of the inquiry. Charges may be filed by any person and need not be filed by the employee directly affected by the violation. The NLRB may order an employer to rehire a worker fired in violation of the law and to pay lost wages and benefits, and may order an employer or union to cease violating the law. Employees should seek assistance from the nearest regional NLRB office, which can be found on the Agency's Web site: <http://www.nlr.gov>.

You can also contact the NLRB by calling toll-free: 1-866-667-NLRB (6572) or (TTY) 1-866-315-NLRB (1-866-315-6572) for hearing impaired.

If you do not speak or understand English well, you may obtain a translation of this notice from the NLRB's Web site or by calling the toll-free numbers listed above.

*The National Labor Relations Act covers most private-sector employers. Excluded from coverage under the NLRA are public-sector employees, agricultural and domestic workers, independent contractors, workers employed by a parent or spouse, employees of air and rail carriers covered by the Railway Labor Act, and supervisors (although supervisors that have been discriminated against for refusing to violate the NLRA may be covered).

This is an official Government Notice and must not be defaced by anyone.

EMPLOYEE RIGHTS

UNDER THE NATIONAL LABOR RELATIONS ACT

The NLRA guarantees the right of employees to organize and bargain collectively with their employers, and to engage in other protected concerted activity. Employees covered by the NLRA* are protected from certain types of employer and union misconduct. This Notice gives you general information about your rights, and about the obligations of employers and unions under the NLRA. Contact the National Labor Relations Board, the Federal agency that investigates and resolves complaints under the NLRA, using the contact information supplied below, if you have any questions about specific rights that may apply in your particular workplace.

Under the NLRA, you have the right to:

- **Organize a union** to negotiate with your employer concerning your wages, hours, and other terms and conditions of employment.
- **Form, join or assist a union.**
- **Bargain collectively** through representatives of employees' own choosing for a contract with your employer setting your wages, benefits, hours, and other working conditions.
- **Discuss your terms and conditions of employment** or union organizing with your co-workers or a union.
- **Take action** with one or more co-workers to improve your working conditions by, among other means, raising work-related complaints directly with your employer or with a government agency, and seeking help from a union.
- **Strike and picket**, depending on the purpose or means of the strike or the picketing.
- **Choose not to do any of these activities**, including joining or remaining a member of a union.

Illegal conduct will not be permitted. If you believe your rights or the rights of others have been violated, you should contact the NLRB promptly to protect your rights, generally within six months of the unlawful activity. You may inquire about possible violations without your employer or anyone else being informed of the inquiry. Charges may be filed by any person and need not be filed by the employee directly affected by the violation. The NLRB may order an employer to rehire a worker fired in violation of the law and to pay lost wages and benefits, and may order an employer or union to cease violating the law. Employees should seek assistance from the nearest regional NLRB office, which can be found on the Agency's website: www.nlrb.gov.

Under the NLRA, it is illegal for a union or for the union that represents you in bargaining with your employer to:

- **Threaten** you that you will lose your job unless you support the union.
- **Refuse to process a grievance** because you have criticized union officials or because you are not a member of the union.
- **Use or maintain discriminatory standards or procedures** in making job referrals from a hiring hall.
- **Cause or attempt to cause an employer to discriminate against you** because of your union-related activity.
- **Take other adverse action against you** based on whether you have joined or support the union.

If you and your coworkers select a union to act as your collective bargaining representative, your employer and the union are required to bargain in good faith in a genuine effort to reach a written, binding agreement setting your terms and conditions of employment. The union is required to fairly represent you in bargaining and enforcing the agreement.

You can also contact the NLRB by calling toll-free: 1-844-762-NLRB (6572). Language assistance is available. Hearing impaired callers who wish to speak to an NLRB representative should send an email to relay.service@nlrb.gov. An NLRB representative will email the requestor with instructions on how to schedule a relay service call.

Under the NLRA, it is illegal for your employer to:

- **Prohibit you from soliciting for a union during non-work time**, such as before or after work or during break times; or from distributing union literature during non-work time, in non-work areas, such as parking lots or break rooms.
- **Question you about your union support or activities** in a manner that discourages you from engaging in that activity.
- **Fire, demote, or transfer you, or reduce your hours or change your shift**, or otherwise take adverse action against you, or threaten to take any of these actions, because you join or support a union, or because you engage in concerted activity for mutual aid and protection, or because you choose not to engage in any such activity.
- **Threaten to close your workplace** if workers choose a union to represent them.
- **Promise or grant promotions, pay raises, or other benefits** to discourage or encourage union support.
- **Prohibit you from wearing union hats, buttons, t-shirts, and pins in the workplace** except under special circumstances.
- **Spy on or videotape peaceful union activities** and gatherings or pretend to do so.

*The National Labor Relations Act covers most private-sector employers. Excluded from coverage under the NLRA are public-sector employees, agricultural and domestic workers, independent contractors, workers employed by a parent or spouse, employees of air and rail carriers covered by the Railway Labor Act, and supervisors (although supervisors that have been discriminated against for refusing to violate the NLRA may be covered).



SCAN TO LEARN MORE

Interfering with employee rights (Section 7 & 8(a)(1))

Employees have the right to unionize, to join together to advance their interests as employees, and to refrain from such activity. It is unlawful for an employer to interfere with, restrain, or coerce employees in the exercise of their rights. For example, employers may not respond to a union organizing drive by threatening, interrogating, or spying on pro-union employees, or by promising benefits if they forget about the union.

Section 7 of the National Labor Relations Act (the Act) guarantees employees "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," as well as the right "to refrain from any or all such activities."

Section 8(a)(1) of the Act makes it an unfair labor practice for an employer "to interfere with, restrain, or coerce employees in the exercise of the rights guaranteed in Section 7" of the Act. For example, you may not

- Threaten employees with adverse consequences, such as closing the workplace, loss of benefits, or more onerous working conditions, if they support a union, engage in union activity, or select a union to represent them.
- Threaten employees with adverse consequences if they engage in protected, concerted activity. (Activity is "concerted" if it is engaged in with or on the authority of other employees, not solely by and on behalf of the employee himself. It includes circumstances where a single employee seeks to initiate, induce, or prepare for group action, as well as where an employee brings a group complaint to the attention of management. Activity is "protected" if it concerns employees' interests as employees. An employee engaged in otherwise protected, concerted activity may lose the Act's protection through misconduct.)
- Promise employees benefits if they reject the union.
- Imply a promise of benefits by soliciting grievances from employees during a union organizing campaign. (However, if you regularly solicited employee grievances before the campaign began, you may continue that practice unchanged.)
- Confer benefits on employees during a union organizing campaign to induce employees to vote against the union.
- Withhold changes in wages or benefits during a union organizing campaign that would have been made had the union not been on the scene, unless you make clear to employees that the change will occur whether or not they select the union, and that your sole purpose in postponing the change is to avoid any appearance of trying to influence the outcome of the election.
- Coercively question employees about their own or coworkers' union activities or sympathies. (Whether questioning is coercive and therefore unlawful depends on the relevant circumstances, including who asks the questions, where, and how; what information is sought; whether the questioned employee is an open and active union supporter; and whether the questioning occurs in a context of other unfair labor practices.)
- Prohibit employees from talking about the union during working time, if you permit them to talk about other non-work-related subjects.
- Poll your employees to determine the extent of their support for a union, unless you comply with certain safeguards. You must not have engaged in unfair labor practices or otherwise created a coercive atmosphere. In addition, you must (1) communicate to employees that the purpose of the poll is to determine whether the union enjoys majority support (and that must, in truth, be your purpose); (2) give employees assurances against reprisal; and (3) conduct the poll by secret ballot.
- Spy on employees' union activities. ("Spying" means doing something out of the ordinary to observe the activity. Seeing open union activity in workplace areas frequented by supervisors is not "spying.")
- Create the impression that you are spying on employees' union activities.
- Photograph or videotape employees engaged in peaceful union or other protected activities.
- Solicit individual employees to appear in a campaign video.
- Promulgate, maintain, or enforce work rules that reasonably tend to inhibit employees from exercising their rights under the Act.
- Deny off-duty employees access to outside nonworking areas of your property, unless business reasons justify it.
- Prohibit employees from wearing union buttons, t-shirts, and other union insignia unless special circumstances warrant.
- Convey the message that selecting a union would be futile.
- Discipline or discharge a union-represented employee for refusing to submit, without a representative, to an investigatory interview the employee reasonably believes may result in discipline.
- Interview employees to prepare your defense in an unfair labor practice case, unless you provide certain assurances. You must communicate to the employee the purpose of the questioning, assure him against reprisals, and obtain his voluntary participation. Questioning must occur in a context free from employer hostility to union organization and must not itself be coercive. And questioning must not go beyond what is needful to achieve its legitimate purpose. That is, you may not pry into other union matters, elicit information concerning the employee's subjective state of mind, or otherwise interfere with employee rights under the Act.
- Initiate, solicit employees to sign, or lend more than minimal support to or approval of a decertification or union-disaffection petition.
- Discharge, constructively discharge, suspend, layoff, fail to recall from layoff, demote, discipline, or take any other adverse action against employees because of their protected, concerted activities.

WHAT TO EXPECT FROM YOUR EMPLOYER DURING UNION ORGANIZING

➤ ANTI-UNION TACTIC #1

Supervisor pressure: Supervisors and managers will be the spokespersons against the Union. They may all of a sudden be “deeply concerned” about your welfare and act as if they want to be “friends“. Usually they will want to chat and find out “what is on your mind”. This is a psychological game devised by union busting firms.

➤ ANTI-UNION TACTIC #2

Love letters: Letters signed by administrators, managers and sometimes even your co-workers, but **prepared by the union busters** may be circulated throughout the work place and/or be mailed to your home. Management may say how much they appreciate all you’ve done at work. They will try to convince you they can be trusted and are only looking out for your best interest.

➤ ANTI-UNION TACTIC #3

Love offering: Management may give you some unexpected perk such as, bonuses, paid lunch, parties etc... They want you to believe you don’t need a Union to get good things and improve working conditions. But remember without a legally binding signed Teamster Union contract they can take back as quickly as they give.

➤ ANTI-UNION TACTIC #4

Ugly union letters: Many times these letters paint a very ugly picture of the Union, implying that the Union is an outsider, will force you to go on strike, just wants your dues money, will do nothing for you, and will give you no guarantees. But these letters will forget to inform you that the purpose of forming a Union is to bargain collectively so that you have guaranteed wages, benefits and working conditions in a signed legally binding Teamster Union contract.

➤ ANTI-UNION TACTIC#5

Divide and conquer: The employer (directed by the union-buster) will try to play one group of employees against another, for example, “disloyal” union supporters against “loyal” union opponents or one department against another department.

➤ ANTI-UNION TACTIC#6

Memos, letters, leaflets and more memos: Often times “Union Busters” will write many memos, letters and leaflets during the organizing campaign...only these will be signed by management, not the “Union Busters.”

➤ ANTI-UNION TACTIC#7

Business Partner: Top management may fly in from various parts of the country. All of a sudden, they will want your opinion on how the operation should be run. They’ll discuss finances with you, show you all kinds of charts, and ACT like your input is valuable to them. But you need to ask yourself; ‘why wasn’t my opinion valuable before the Teamsters were on the scene?’

➤ ANTI-UNION TACTIC#8

Captive audience: “Captive audience” meetings or meetings in small groups will be held while you are at work. During these prepared meetings, your manager/supervisor may remind you of all they have done for you and your family. But, most often they will tell you many things to try to discredit the Teamsters. Usually, there will be plants in the meetings asking questions prepared in advance by the union busters to sow misinformation about the Union.

DON'T BE TRICKED INTO VOTING AGAINST YOURSELF!



35 THINGS YOUR EMPLOYER CAN'T DO!!!

DO YOU KNOW: It is unlawful for your employer, supervisor or administrator to interfere with, restrain or coerce employees seeking to organize or join a union. Any of the acts listed below may constitute a violation of the National Labor Relations Act, as Amended. If your employer does any of these things, make a note of it, including names of those involved, time, place, etc., and report such incidents to your union.

MANAGEMENT CANNOT:

1. Attend any union meeting, park across the street from the hall or engage in any undercover activity which would indicate that the employees are being kept under surveillance to determine who is and who is not participating in Union programs;
2. Tell employees that management will fire or punish them if they engage in union activity;
3. Lay off, discharge, and discipline any employee for union activity;
4. Grant employees wage increases, special concessions or benefits in order to keep the union out;
5. Bar employee-union representatives from soliciting employees' membership on or off company property during non-working hours;
6. Ask employees about union matters, meetings, etc. (Some employees may, of their own accord, walk up and tell of such matters. It is not an unfair labor practice to listen, but to ask questions to obtain additional information is illegal.);
7. Ask employees what they think about the union or a union representative;
8. Ask employees how they intend to vote;
9. Threaten employees with reprisal for participating in union activities. **For example, threaten to move the unit or close the unit, curtail operations** or reduce employee's benefits;
10. Promise benefits to employees if they reject the union;
11. Give financial support or other assistance to a union;
12. Announce that management will not deal with the union;
13. **Threaten to close, in fact close, or move the unit in order to avoid dealing with the union;**
14. Ask employees whether or not they belong to a union, or have signed up for union representation.

Please see the other side of this flyer for additional information

15. Ask an employee, during the hiring interview, about his/her affiliation with a labor organization or how he/she feels about unions;
16. Make anti-union statements or act in a way that might show preference for a non-union person;
17. Make distinctions between union and non-union employees when assigning overtime or desirable work;
18. Purposely team up non-union persons and keep them apart from those supporting the union;
19. Transfer workers on the basis of union affiliations or activities;
20. Choose employees to be laid off in order to weaken the union's strength or discourage membership in the union;
21. Discriminate against union people when disciplining employees;
22. By nature of work assignments, create conditions intended to get rid of an employee because of his/her union activity;
23. Fail to grant a scheduled benefit or wage increase because of union activity;
24. Deviate from company policy for the purpose of getting rid of a union supporter;
25. Take action that adversely affects an employee's job or pay rate because of union activity;
26. Threaten workers or coerce them in an attempt to influence their vote.
27. Threaten a union member through a third party.
28. Promise employees a reward or a future benefit if they decide "no union";
29. Tell employees overtime will be discontinued if your facility is unionized;
30. Say unionization will force management to lay off employees;
31. Say unionization will do away with vacations or other benefits and privileges presently in effect;
32. Promise employees promotions, raises or other benefits if they get out of the union or refrain from joining the union;
33. Start a petition or circular against the union or encourage or take part in its circulation if started by employees;
34. Urge employees to try to induce others to oppose the union or keep it out.
35. Visit the homes of employees to coerce them into rejecting the union.

DO YOU KNOW

It is unlawful for your employer, supervisor or foreman to interfere with, restrain or coerce employees seeking to organize or join a union. Any of the acts listed below constitutes a violation of the National Labor Relations Act, as Amended.

THE EMPLOYER CANNOT

1. Attend any union meeting, park across the street from the hall or engage in any undercover activity which would indicate that the employees are being kept under surveillance to determine who is and who is not participating in the union program;
2. Tell employees that the company will fire or punish them if they engage in union activity;
3. Lay off, discharge, discipline any employee for union activity;
4. Grant employees wage increases, special concessions or benefits in order to keep the union out;
5. Bar employee-union representatives from soliciting employees' memberships on or off the company property during non-working hours;
6. Ask employees about union matters, meetings, etc. (Some employees may, of their own accord, walk up and tell of such matters. It is not an unfair labor practice to listen, but to ask questions or obtain additional information is illegal.);
7. Ask employees what they think about the union or a union representative;
8. Ask employees how they intend to vote;
9. Threaten employees with reprisal for participating in union activities. For example, threaten to move the plant or close the business, curtail operations or reduce employees' benefits;
10. Promise benefits to employees if they reject the union;
11. Give financial support or other assistance to a union;
12. Announce that the company will not deal with the union;
13. Threaten to close, in fact close, or move the facility in order to avoid dealing with a union;
14. Ask employees whether or not they belong to a union, or have signed up for union representation;
15. Ask an employee, during the hiring interview, about his affiliation with a labor organization or how he feels about unions;
16. Make anti-union statements or act in a way that might show preference for a non-union employee;
17. Make distinctions between union and non-union employees when assigning overtime work or desirable work;
18. Purposely team up non-union employees and keep them apart from those supporting the union;
19. Transfer workers on the basis of union affiliations or activities;
20. Choose employees to be laid off in order to weaken the union's strength or discourage membership in the union;
21. Discriminate against union people when disciplining employees;
22. By nature of work assignments, create conditions intended to get rid of an employee because of his union activity;
23. Fail to grant a scheduled benefit or wage increase because of union activity;
24. Deviate from company policy for the purpose of getting rid of a union supporter;
25. Take action that adversely affects an employee's job or pay rate because of union activity;
26. Threaten workers or coerce them in an attempt to influence their vote;
27. Threaten a union member through a third party;
28. Promise employees a reward or a future benefit if they decide "no union";
29. Tell employees overtime work (and premium pay) will be discontinued if the facility is unionized;
30. Say unionization will force the company to lay off employees;
31. Say unionization will do away with vacations or other benefits and privileges presently in effect;
32. Promise employees promotions, raises or other benefits if they get out of the union or refrain from joining the union;
33. Start a petition or circular against the union or encourage or take part in its circulation if started by employees;
34. Urge employees to try to induce others to oppose the union or keep out of it.

REPORT OF CONVERSATION WITH SUPERVISORS ABOUT THE UNION

Although our National Labor Law is designed to protect your right to form a union, some employers have no respect for the law and try to illegally interfere with organizing activities. You can prevent this from happening at your workplace in the following way:

Fill in this form whenever any company official or supervisor talks to you about the union, or whenever another employee tells you about a conversation he or she has had with a company supervisor about the union.

It is very important that you complete the form as soon as possible after the conversation takes place. **REMEMBER—WRITE IT DOWN** the first chance you get! **DON'T PUT IT OFF!** Put it in writing the day it happens and give this report to your union representative as soon as possible.

WHO: Your Name _____ Department _____

Name(s) of Supervisor or other company official involved _____

Names of Witnesses to the conversation _____

WHERE: Place where conversation took place _____

WHEN: Date _____ Day of Week _____ Time _____

WHAT: Please describe how the conversation got started and what was said. Use exact words if possible or your best recollection of the exact words. (Continue on back if you need more space.)

Date _____ Signature _____

Address _____

Phone No. _____