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.

WHAT EMPLOYERS AND SUPERVISORS CAN NOT DO

1. They can **NOT** tell employees that the Employer will fire or punish them if they engage in Union activity.

2. They can **NOT** lay off or discharge any employee for Union activity.

3. They can **NOT** grant employees wage increases or special concessions in order to keep the Union out.

4. They can **NOT** bar Union Representatives from soliciting members during non-working hours.

5. They can **NOT** ask employees about confidential Union matters, meetings, etc...

6. They can **NOT** ask employees about the Union or about Union Representatives.

7. They can **NOT** ask employees if they signed pledge cards or how they intend to vote.

8. They can **NOT** by the nature of the work assignment create conditions intended to get rid of an employee because of his Union activity.

9. They can **NOT** threaten workers or coerce them in an attempt to influence their vote.

10. They can **NOT** tell employees that existing benefits will be discontinued if the Company is unionized.

11. They can **NOT** say unionization will take away vacations or other benefits and privileges presently in effect.

12. They can **NOT** say unionization will force the Company to lay off workers.

13. They can **NOT** promise employees promotions, raises or other benefits if they get out of the Union or refrain from joining it.

Any of the above acts constitute a violation of the National Labor Relations Act and the State Labor Relations Act. Therefore, YOU as a worker should report these acts if committed to your Union Representative, Lou Marchetti at 510-406-3688.