

HOW TO SPOT WHEN THE

BOSS MAY BE BREAKING THE LAW

SURVEILLANCE, PROMISES, INTERFERENCE, THREATS

SURVEILLANCE

The boss cannot...

- **Spy on workers' union-activities**
- **Poll workers or ask if they support forming their union**
- **Photograph or record union activities**
- **Question workers about their union activity**

PROMISES

The boss cannot...

- **Promise workers benefits if they oppose forming their union**
- **Imply a promise of benefits by soliciting grievances during an organizing campaign**
- **Give workers benefits during an organizing campaign to encourage workers to vote no**



INTERFERENCE

The boss cannot...

- Prohibit workers from talking about forming a union during work hours if they allow workers to discuss other topics (Girl Scouts, football games, etc.)
- Prohibit workers from wearing union stickers or buttons or materials (in most cases)
- Say that “forming a union would be futile”
- Solicit workers to appear in anti-union videos or materials
- Discharge, demote transfer or otherwise discriminate against workers because they support their union (or other protected concerted activity)
- Cannot change working conditions of workers who engage in union activity

THREATS

The boss cannot...

- Threaten workers with consequences like plant closures, loss of product, worse working conditions
- Threaten workers with loss of wages or reduction of benefits
- Tell workers that they will have to strike

