

## **Know Your Rights...**

Section 8, of the National Labor Relations Act states in part...."it shall be unfair labor practice for an employer..."

Here are a few of the things that are violations of the Act and fall into the category of Unfair Labor Practices:

- To refuse to bargain in good faith with the employee's union on matters pertaining to wages, hours, and conditions of employment
- To threaten to close the facility when workers form a union
- To say that unionization will force the company to layoff employees
- To tell employees that the company will fire or punish them if they engage in union activity
- To say that bargaining will start from scratch
- To ask other workers to threaten, harass, intimidate or spy on pro-union workers
- To promise benefits, pay increases or future job promotions to induce workers to oppose the union
- To question employees about union activities in such a manner as to coerce or intimidate them
- To threaten employees with job loss, demotion, transfer, or re-assignment to more difficult work tasks because workers form a union
- To spy or pretend to spy on union gatherings
- To discriminate against employees because they have shown favorable opinions towards the Union

**...Be educated not intimidated!!!**

