

# Our Rights & Our Power

From the moment we start organizing our union, we have important rights under U.S. law.

## WORKERS CAN

- **CAN** ask our coworkers to join us in coming to union meetings.
- **CAN** talk to our coworkers about workplace issues like pay, safety and fair treatment.
- **CAN** pass out union flyers in places like the breakroom or cafeteria when we're not working.
- **CAN** raise issues directly with management through petitions, delegations and speaking up in captive audience meetings.

## THE COMPANY CANNOT

- **CANNOT** tell workers that it will fire or punish us if we engage in union activity.
- **CANNOT** threaten employees with job loss, demotion, transfer or reassignment to more difficult jobs if we form a union.
- **CANNOT** question employees about union activities in a way that coerces or intimidates us.
- **CANNOT** spy or pretend to spy on our union gatherings.

The National Labor Relations Board (NLRB) is the U.S. agency that protects our legal right to form a union. That doesn't mean bosses don't break the law, but it does mean we have protection. Plus, we have protection even stronger than the NLRB: each other. A union is all about strength in numbers. By building support for our union, we make it much harder for the boss to single out any of us individually.

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**Stand Up ♦ Stand Tall ♦ Go Union**



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