

25 Things Your Employer CANNOT DO

It is unlawful for your Employer to interfere with, restrain or coerce employees seeking to organize or join a union.

THE EMPLOYER CANNOT:

- 1. Engage in open or undercover surveillance of employees' union organizing activities, or give the impression that the employees are under surveillance (such as supervisors spying on union meetings, watching employees in the break room or parking lot, or encouraging other employees to engage in surveillance.).**
- 2. Tell employees that the Company will fire or punish them if they engage in union activities.**
- 3. Grant employees wage increases, special concessions or benefits in order to keep the Union out.**
- 4. Bar employees from soliciting membership of their co-workers in non-work areas during non-working hours.**
- 5. Ask employees about union matters. (Did you go to the union meeting? How many went to the union meeting? Why do you want a union? Did you sign a card? How many cards do you guys have? Etc.) If an employee initiates the conversation with management, all bets are off.**
- 6. Ask employees how they intend to vote.**
- 7. Threaten employees for participating in union activities.**
- 8. Promise improved wages, benefits or working conditions if employees reject the Union.**
- 9. Form a Company Union.**
- 10. State that the Company will not deal with a Union, or negotiate with a Union.**
- 11. Threaten to close or move the facility in order to avoid the union.**
- 12. Ask an employee, during their hiring interview, how they feel about unions.**
- 13. Make a distinction between pro-union and anti-union employees when assigning overtime work or desirable work.**

- 14. Assign union supporters more difficult work assignments.**
- 15. Lay off pro-union employees in order to weaken the Union's strength or to discourage other employees from joining the Union.**
- 16. Fail to grant a scheduled benefit or wage increase because of an employee's union activities.**
- 17. Begin to enforce a company policy in order to get rid of a union supporter.**
- 18. Threaten employees through a 3rd party. (Anti-Union Consultant)**
- 19. Tell employees they will be laid off if they choose a Union.**
- 20. Tell employees that negotiations start with a blank sheet of paper, from zero or square one.**
- 21. Threaten employees with a reduction in wages, benefits or working conditions if employees reject a Union.**
- 22. Urge employees to induce others to oppose a Union or keep out of it.**
- 23. Visit employee's homes to urge them to reject a Union.**
- 24. Discipline an employee because of their union activities or support for a Union.**
- 25. Fire an employee because of their union activities or support for a Union.**



For more information, contact:

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