

# DO YOU KNOW?

it is **UNLAWFUL** for your employer or supervisor to interfere with, restrain or coerce employees seeking to organize or join a Union!



## IS YOUR EMPLOYER **BREAKING THE LAW?**

- ✘ **IT IS ILLEGAL** to tell employees that the institution will fire or punish them if they engage in union activity.
- ✘ **IT IS ILLEGAL** to layoff or discharge any employee for union activity.
- ✘ **IT IS ILLEGAL** to grant employees wage increases or special concessions in order to keep the union out.
- ✘ **IT IS ILLEGAL** to bar employees from talking about the union during nonworking hours.
- ✘ **IT IS ILLEGAL** to ask employees about confidential union matters, meetings, etc.
- ✘ **IT IS ILLEGAL** to by the nature of the work assignment, create conditions intended to get rid of an employee because of their union activity.
- ✘ **IT IS ILLEGAL** to ask employees about the union or union representative.
- ✘ **IT IS ILLEGAL** to ask employees how they intend to vote.
- ✘ **IT IS ILLEGAL** to ask employees whether or not they belong to a union or have signed up for a union.
- ✘ **IT IS ILLEGAL** to threaten workers or coerce them in an attempt to influence their vote.
- ✘ **IT IS ILLEGAL** to tell employees that existing benefits will be discontinued if the institution is unionized.
- ✘ **IT IS ILLEGAL** to say unionization will force the employer to layoff workers.
- ✘ **IT IS ILLEGAL** to say unionization will take away vacations or other benefits and privileges presently in effect.
- ✘ **IT IS ILLEGAL** to promise employees promotions, raises or other benefits if they get out of the union.

Any of the above acts constitutes a violation of the National Labor Relations Act. You, as a health care employee and a supporter of a free trade union movement should report these acts, if committed, to your Union representative.

# JOIN 1199SEIU TODAY!