



JPMCWORKERS.COM



JWA BOOKLET #1

HOW TO  
SPOT WHEN

***THE BOSS***

**IS BREAKING  
THE LAW**

**THREATS**

**THE BOSS CANNOT...**

- Threaten, overtly or implicitly, to:
- close the workplace, reduce benefits or wages,
  - outsource, worsen working conditions,
  - terminate employment, bargain in bad faith, or use any other form of retaliation or intimidation to influence anyone in the exercise of their right to support a union.

**REMEMBER:**

**SPIT**

Surveillance  
Promises  
Interference  
Threats

**INTERFERENCE**

**THE BOSS CANNOT...**

- Prohibit you from discussing the union during work time if they let you discuss other causes (e.g. Black Lives Matter or selling Girl Scout Cookies).
- Stop you from wearing union buttons, shirts, or other union materials in most cases.
- Deny off-duty workers access to non-work areas like break rooms or the parking lot.

**SURVEILLANCE**

**THE BOSS CANNOT...**

- Spy on union activities or create the impression that they are doing so.
- Photograph or record employees engaged in peaceful union activities.
- Ask you if you support the union, whether in polling or 1:1 conversations.
- Otherwise question employees about their own or coworkers' union activities or sympathies.

**PROMISES**

**THE BOSS CANNOT...**

- Promise benefits if you reject the union.
- Imply a promise of benefits by soliciting grievances from you during a union organizing campaign.
- Confer benefits on employees during a union organizing campaign to induce people to vote against the union.

Source: National Labor Relations Act (NRLA), Sections 7 & 8(a)(1) [www.nlrb.gov/about-nlrb/rights-we-protect/the-law/interfering-with-employee-rights-section-7-8-a-1](http://www.nlrb.gov/about-nlrb/rights-we-protect/the-law/interfering-with-employee-rights-section-7-8-a-1)

For short: <https://tinyurl.com/4vz7xyt>

Further, the boss cannot tell employees that the union will have to strike to obtain concessions from the employer.