

DON'T I NEED A MAJORITY?

Your § 157 rights apply regardless.

Winning a union election grants you:

- ★ Weingarten Rights
- ★ Collective Bargaining
- ★ Eventually, a Union Contract

Before you win an election, you can form or join a **pre-majority union**:

- ★ For mutual aid and protection
- ★ To hold the company accountable
- ★ To grow the movement towards readiness for an election

At the time of this writing, the JWA (JPMC Workers Alliance) holds this status. You can join, and you can help!

The employer must know why!
(It cannot be a secret.)

Good Example: Workers sign petition demanding longer lunch: Protected!

Bad Example: Workers, mad about short lunch, all leave early. Unprotected! These may be fired.

All for one, one for all:

A group may act to protect a single worker, or a single worker may act as the spokesperson for a larger group.

Example: Group complains to senior management about one foreman's continual picking on Sara about her pace, even though she meets quota.

Example: Ashley brings a petition with over 1,000 signatures to the boss, who declares "I don't care how many people sign that *****ing petition!"

These workers **cannot** be disciplined!

★ More people is more power, and safer.

★ Patience and persistence pay off.

★ Participate: discord.gg/BZA3pxppq9 has like-minded people and training.

★ Be inclusive! The enemy's primary weapon is "divide-and-conquer".

★ Find leaders among every group. Ask their opinion and help. Unity is key!

★ Small-d democracy: Everyone gets a say, so the union works to benefit all.

★ Be polite, but firm in your demands.

★ Use the chain of command.

★ Start small and easy, then work up to bolder things as solidarity coalesces.

★ Discrimination on the basis of union is illegal, but only good records will help you prove a claim: Track your own actions and the boss's response.

TIPS AND TRICKS

NATIONAL LABOR RELATIONS ACT (NLRA)
(The heart of US union law)

29 US Code § 157 says:

Employees* shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection...

PROTECTED CONCERTED ACTIVITY:

Law protects workers who act together, but not he who acts only for himself.

Good Example: Group of workers go to the boss and say "We want a raise!"

* "Employees" excludes managers and supervisors.

CONCERTED ACTION
More About

They can't fire you for organizing per se, but they can get you for disrupting work, Organize during off-hours and breaks.

Know your risk tolerance. The NLRB has deemed these acts "protected", but every situation is different. The best defense is large numbers: They can't fire everyone!

- Wearing union flair: Buttons, hats, etc.

- Passing out literature, like this booklet

- Organizing a petition to management

- Talking Union, whenever other non-work talk is acceptable

Going on strike is the nuclear option, a last resort, and dangerous if done wrong. Get help from a union organizer before striking.

YOUR RIGHT TO A UNION:

BUILD IT NOW!

(Mostly) Abridged from
<https://workerorganizing.org/wp-content/uploads/2022/11/your-right-union.pdf>
or
<https://tinyurl.com/3h79zjpf>

JWA BOOKLET 02

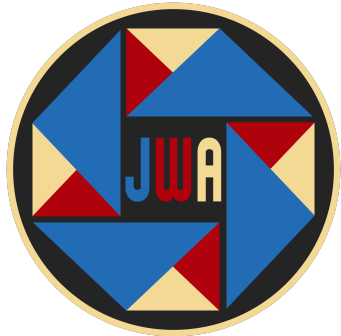
DO NOT:

- * Disrupt work: your own or else's. This can get you fired for cause.
- * Destroy, damage, assault, or slander anyone or anything. Being fired will be the least of your worries.
- * Disobey a direct order, unless it's clearly illegal.
- * Say, display, or do anything crass or vulgar.

Organized slow-downs are illegal, but you may **work to rule**: Assiduously follow every procedure and regulation to the letter. Check work in detail to make sure it's perfect in every respect. This eats time without breaking any rule, making an effective protest.

LAST WORDS

Remember: Anywhere you can talk about personal subjects, you can talk about union. Just be smart about it: Don't let the management hear you.



jpmcWorkers.com

