

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.

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.

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.

REMEMBER: SPIT Surveillance Promises Interference Threats

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.

HOW TO SPOT WHEN THE BOSS IS BREAKING THE LAW

JWA BOOKLET #1



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

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

For short:

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

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

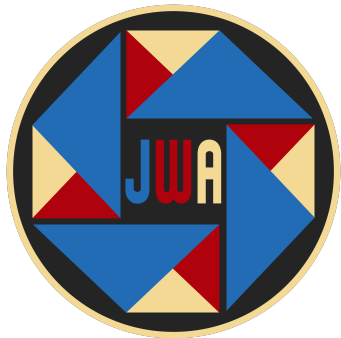
DO NOT:

- * 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.

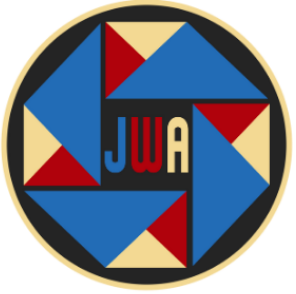
LAST WORDS

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.



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JWA BOOKLET #4

DISCLAIMER (AND DUES)

All of this depends on what WE vote for when we negotiate our contract. It's OUR choice. Before then, there are no dues.

And when we vote for a contract, we will give ourselves a raise that more than covers dues.

WORKING AT
JPMC NOW

VS

WITH A UNION
CONTRACT

WORKING CONDITIONS

Now:

- Very little opportunity for improvement
- Subject to whims of management

With Contract:

- Collective bargaining demands change
- When management treats one of us unfairly, we all respond

GETTING A RAISE

Now:

- 1:1 with just you and your manager
- Difficult or impossible to ask for more than offered, even when deserved

With Contract:

- Pay raises are negotiated collectively, as are pay scales
- Power to include profit sharing in our contract

JOB SECURITY

Now:

- You can be made redundant at management's whim
- The boss can alter the deal – like with RTO

With Contract:

- You are NOT an at-will employee
- You can only be fired for just cause – a standard we can negotiate fairly

BENEFITS

Now:

- Limited health insurance options
- Limited sick days

With Contract:

- Lower health insurance premiums and better quality plans
- Larger retirement contributions
- More PTO, including more parental leave

DIVERSITY

Now:

- Firm's commitment depends on politics
- The wage gap remains

With Contract:

- We vote on salary

- A union-backed diversity committee regularly meets with management to address any concerns

more than **YOU!**
Is that fair?

Our CEO makes
In Denmark, the average
CEO makes 60x the
average wage in their
company. In America,
that average is 390x.

JOIN US

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Demand a fair share of
your production profit.



Think of the value you
contribute to the firm:
data, stability,
analytics, sales,
software, **profit**
Think of what Jamie
Dimon contributes:
talk shows, RTO,
outsourcing, swearing
at you in town halls

**BOSS
MAKES A
DOLLAR**

**I MAKE
0.22 CENTS**

JWA BOOKLET #3

Jamie Dimon could
support **126 households**
and not break a sweat -
with **just 25%** of his total
compensation.

\$77,280

Your yearly cost of living,
on average?

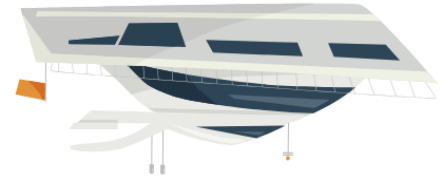
\$39 MILLION

That's Jamie Dimon's total
compensation for 2024.

Your total compensation
(on average*)?

**JUST
\$86,000**

*according to **payscale.com** 7/22/2025



**A yacht
\$1 million**

**IF JAMIE DIMON
BOUGHT...**

**This house in L.A.
(valued \$13 million)**



It represents 4 months of
his time or 33.33% of his
compensation.

It would take you **over 150
years** to get paid that
much.

That takes him less than 2
weeks to "earn".
For you, **almost 12 years**.

WELCOME ABOARD!

complaints, and ideas and share your story, jpmcworkers@gmail.com

- Email us at our Discord server and click the link to join
- Go to jpmcworkers.com newsletter back to sign up for our
- Scan the QR code on the Ways to join our efforts:

GET INVOLVED!



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WHAT IS THE JWA?

WHY WE'RE UNIONIZING

JWA BOOKLET #101

Thirdly, we have heard multiple stories from fellow employees about the bank seemingly ignoring its legal obligation to provide medically-indicated accommodations until someone hires a labor lawyer. This is not just illegal, but extremely unethical. That makes it a great place to start making progress.

This is also relevant to the second issue: RTO. That is another subtle pay cut due to daily expenses nearly doubling, especially those directly related to commuting like gas/tickets, childcare, and meals - not to mention the lost time and extra exhaustion. Further, it is bad for anyone who has any form of disability, neurodivergence, or caretaker responsibilities. It is bad for families. It is bad for pets. It keeps us stressed so we overspend on junk food.

ABOUT US

We are the JPMC Workers Alliance. Our mission is simple: Better working conditions for all JPMC employees worldwide.

We are your coworkers, and we are joining together in community.

In our Discord server, we share our knowledge about navigating the firm, offer support for struggling colleagues, and work towards change.

The first and perhaps most glaring issue is pay. Many of us, even with relatively high salaries, are living paycheck to paycheck due to the rising cost of living. Raises are frequently below the rate of inflation, which is actually a pay cut since your paycheck doesn't go as far. Yet every quarter we see "record profits!" Why don't we see record raises or bonuses?

TOP ISSUES

WHY UNIONIZE?

There are a lot of ways unionizing can make the workplace better.

One is simply formalizing the things that are already good!

This keeps the boss from taking things away on a whim – like he did with WFH!

The secret is collective bargaining. With enough of us together, we can win!

LET'S MAKE
BETTER,
HAPPEN,
TOGETHER.
JOIN THE
JPMC
WORKERS
ALLIANCE
COMMUNITY



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TO JPMC
WORKERS:
YOU
DESERVE
BETTER

JWA BOOKLET
EVENT EDITION
JULY 2025

- JPMC could afford:
- bigger raises
 - bigger bonuses
 - better parking
 - paying 100% of our health insurance premiums
 - listening to our valid concerns

Instead, they choose to
prioritize control and
exploitation.
It's time to shout

NO MORE!

Did you hear the CEO scream
"I don't care how many
people signed that f***ing
petition!" and feel helpless?
Are you ready to see changes
happen?



JPMC net income for 2025 Q2:
\$15 billion
25% of that: \$3.75 billion
JPMC employees: ~300,000

That's a \$12,500 bonus - for
everyone!

For Q1, it was \$12,000.

That's **\$24,500**

YOU have earned.
For **HALF** the year.

Profits have climbed quarter
over quarter for years now -
even when EVERYONE was
forced home.

JPMC CLAIMS TO
VALUE FLEXIBILITY

Have you...

- gone to work sick instead
of using limited sick days?
- worked unpaid overtime?
- had your manager deny
comp time for unpaid
overtime?
- taken a PTO day because
you couldn't WFH?
- been denied a flexible
work arrangement, no
matter how needed?

Did you hide your true
feelings on the EOS to
protect yourself?

Did you hear "We read all of
your comments - with the
help of AI!" and know you
were ignored?

Do you feel constantly
exhausted from an absurd
commute?