

## 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.

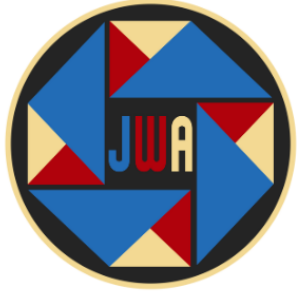
**REMEMBER:**  
**SPIT**  
Surveillance  
Promises  
Interference  
Threats

## 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



JPMCWORKERS.COM



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](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>