

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

PROMISES

SURVEILLANCE

THE BOSS CANNOT...

- Spy on worker's union activities or even create the impression that they are spying on their activities.
- Photograph or record employees engaged in peaceful union activities.
- Poll employees to determine the extent of support for a union (this includes asking workers if they support the union in 1:1 conversations).
- Question employees about their own or coworkers' union activities or sympathies.

- Prohibit workers from talking about the union during work time if they allow workers to discuss other causes (e.g. Black Lives Matter or selling Girl Scout Cookies).
- Prohibit employees from wearing union buttons, shirts, or other union materials in most cases.
- Deny off-duty workers access to outside non-working areas of the employer's property (like break rooms or the parking lot).

INTERFERENCE

REMEMBER:

SPIT

Surveillance
Promises
Interference
Threats

- Threaten employees with loss of jobs or reduction in wages, intimidating language or use threatening or calculated to influence employees in their exercise of their right to support a union.
- Threaten employees with adverse consequences, such as closing the workplace, loss of benefits, or more onerous working conditions, if they support a union, engage in union activity, or select a union to represent them.
- Threaten employees with loss of jobs or reduction in wages, intimidating language or use threatening or calculated to influence employees in their exercise of their right to support a union.

THREATS

THE BOSS CANNOT...

HOW TO SPOT WHEN THE BOSS IS BREAKING THE LAW

- 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-7-8a1



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