

***FOLLOW YOUR OWN
GOOD JUDGMENT***

Remember
**Uncle Sam
Stands Behind
YOU!**



**OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION**

AFL-CIO-CLC

265 West 14th Street, New York, NY 10011
Tel. 212.675.3210

and

1660 L Street, N.W., Suite 801
Washington, DC 20036
Tel. 202.393.4464



***IT'S YOUR RIGHT
TO JOIN THE UNION!***

YOUR RIGHT TO JOIN THE UNION IS PROTECTED BY THE U.S. GOVERNMENT

The U.S. Federal law entitled Labor-Management Relations Act provides specific protection to employees who want to join the union. Under this law you have these rights:

- ◆ You have a right to join the union and to ask others to join.
- ◆ You have a right to attend union meetings and to ask others to attend.
- ◆ You have a right to wear a union button on the job so long as the button doesn't carry any controversial slogan.
- ◆ You have a right to give out union leaflets to other employees on your own time away from company property.
- ◆ You have a right to do anything else to help get the union going so long as you do not interfere with the work or violate announced company policy.

Here are the actual words from the law, the Labor-Management Relations Act, just as it was adopted by Congress. It is the law of the land.

Section 7-Employees 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 concerned activities for the purpose of collective bargaining or other mutual aid or protection...

Section 8(a) It shall be an unfair labor practice for an employer:

8(a) 1. To interfere with, restrain, or coerce employees in the exercise of the right guaranteed in Section 7;

8(a) 3. By discrimination, in regards to hiring or firing to encourage or discourage or interfere with membership in any labor organization.

So that you may understand the law, here are some answers to questions about what you can and cannot do.

QUESTION: If during lunchtime or before or after work I have a chance to sign up one of the other employees, can I ask him or her to sign a union authorization card on company property?

ANSWER: Yes, you can, providing you are on your own time such as during lunch or before or after work.

QUESTION: Can I talk about union matters openly with another employee on my own time such as during lunch or before or after work?

ANSWER: Yes, your right of free speech is protected. However, that right does not entitle you to make a disturbance on company property.

QUESTION: Can a group of us get together and talk about union matters on company property during lunchtime or before or after work?

ANSWER: Yes, provided that it's a small group that does not interfere with company operations.

QUESTION: Can we get together and talk about the union on company time?

ANSWER: Not under this law.

QUESTION: If another employee comes to me on company time and asks me if he or she can sign a union authorization card, what should I do about it?

ANSWER: Tell him or her you will be glad to do so at lunchtime or before or after work.

QUESTION: Are company rules controlling?

ANSWER: Yes, but when you belong to the union you will have a voice in making the rules!