

# THE LAW

It shall be an unfair labor practice for an employer:

Section 8(a)(1) To interfere with, restrain, or coerce employees in the exercise of the rights guaranteed in Section 7 (to join or assist a labor organization or to refrain).

Section 8(a)(2) To dominate or interfere with the formation or administration of any labor organization or contribute financial or other support to it.

Section 8(a)(3) By discrimination in regard to hire or tenure of employment or any term or condition of employment to encourage or discourage membership in any labor organization.

Section 8(a)(4) To discharge or otherwise discriminate against employees because they have given testimony under this Act.

Section 8(a)(5) To refuse to bargain collectively with the representatives of its employees.

In Union There Is Strength

## JOIN THE IBEW

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35  
THINGS  
YOUR  
EMPLOYER  
CANNOT  
DO!

International Brotherhood of Electrical Workers  
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It is **UNLAWFUL** for your employer, supervisor, or foreman to interfere with, restrain, or coerce employees seeking to organize or join a union.

# YOUR EMPLOYER CANNOT

1. Attend any union meeting or engage in any activity which would indicate that the employees are being kept under surveillance to determine who is and who is not participating in the organizing effort.
2. Tell employees that the company will fire or punish them if they engage in union activity.
3. Lay off, discharge, or discipline any employee for union activity.
4. Grant employees wage increases, special concessions, or benefits in order to keep the union out.
5. Bar employees in support of the union from soliciting employees' memberships on or off the company property during non-working hours.
6. Ask employees about union matters, meetings, etc. (Some employees may, of their own accord, tell of such matters. It is not an unfair practice to listen, but asking questions to obtain additional information is illegal.)
7. Ask employees what they think about the union or a union representative.
8. Ask employees how they intend to vote.
9. Threaten employees with reprisal for participating in union activities. For example, refuse an employee's benefits.
10. Promise to increase benefits to employees if they reject the union.
11. Give financial support or other assistance to a union.
12. Announce that the company will not deal with the union.
13. Threaten to close, actually close, or move a plant in order to avoid dealing with a union.
14. Ask employees whether or not they belong to a union or have signed up for union representation.
15. Ask a potential employee during the hiring interview about their affiliation with a labor organization or how they feel about unions.
16. Make anti-union statements or act in a way that might show preference for a non-union employee.
17. Make distinctions between union and non-union employees when assigning overtime work or desirable work.
18. Purposely team up non-union employees and keep them apart from those supporting the union.
19. Transfer workers on the basis of union affiliation or activities.
20. Choose employees to be laid off in order to weaken the union or discourage membership in the union.
21. Discriminate against union supporters when disciplining employees.
22. By nature of work assignments, create conditions intended to get rid of an employee because of their union activity.
23. Fail to grant a scheduled benefit or wage increase because of union activity.
24. Deviate from company policy for the purpose of getting rid of a union supporter.
25. Take action that adversely affects an employee's job or pay rate because of union activity.
26. Threaten employees or coerce them in an attempt to influence their vote.
27. Threaten a union supporter through a third party.
28. Promise employees a reward or a future benefit if they decide "no union."
29. Tell employees overtime work (and premium pay) will be discontinued if the plant is unionized.
30. Say unionization will force the company to lay off employees.
31. Say unionization will take away vacations or other benefits and privileges presently in effect.
32. Promise employees promotions, raises, or other benefits if they get out of the union or refrain from joining the union.
33. Start a petition or circular against the union or encourage or take part in its circulation if started by employees.
34. Urge employees to try to encourage others to oppose the union or keep out of it.
35. Visit the homes of employees to urge them to reject the union.

**Any of these acts may constitute a violation of the National Labor Relations Act (NLRA).**

It's up to us to hold the employer accountable if they violate your rights spelled out in the NLRA. If they violate the Act, you should document the details (who, what, when, where, why). Let your organizing committee member or union representative know about it as soon as possible.