

# What Managers and Supervisors *Can Not Do!*

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## 1. Attend any Union meetings,

- ✓ park anywhere in the vicinity of a Union meeting to see which employees enter the meeting or engage in any undercover activity, which would indicate that the employees are being kept under surveillance to determine who is and who is not participating in the Union program.
- ✓ It is illegal to spy on or give the impression of spying on Union activities.

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## 2. Tell employees the Company will fire or punish them

- ✓ if they engage in Union activity.

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## 3. Lay off or discharge any employee

- ✓ for Union activity.

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## 4. Grant employees wage increases or special concessions in order to

- ✓ coerce workers into voting against unionizing.

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## 5. Bar employees from soliciting co-workers

- ✓ about Union memberships during non-working hours or in non-work areas.

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## 6. Ask employees about confidential

- ✓ Union matters, meetings, etc.

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## 7. Ask employees about their Union sympathies,

- ✓ *i.e.*, what employee thinks about the Union, a Union representative, or supporter of the Union.

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## 8. Ask employees if they signed a Union card

- ✓ or if they know of others who signed cards. In the event of an election the employer cannot ask worker how they'll vote.

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## 9. Threaten employees with economic reprisal

- ✓ for participating in Union activities. For example, threaten to move the plant or close the business, curtail operations, or reduce employee benefits.

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## 10. Promise benefits to employees if they reject

- ✓ the Union.

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## 11. Give financial support or other assistance to a Union

- ✓ or to employees, regardless of whether or not they are supporting or opposing the Union.

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## 12. Announce that they will not deal with a Union

- ✓ or to even say it is futile for employees to form a Union.

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## 13. Tell employees that the Company will fire or punish them

- ✓ if they engage in Union activities

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## 14. Ask employees if they belong to a Union

- ✓ or have signed up for a Union.

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## 15. Ask an employee, during the job interview about his/her affiliation

- ✓ with a labor organization.

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## 16. Solicit grievances from workers

- ✓ with the implied promise to correct problems if they don't form or join a Union.

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**17. Discriminate between Union and Anti-Union employees**

- ✓ when assigning overtime work or desirable work.

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**18. Purposely team up Non-Union workers**

- ✓ and keep them apart from those they think may support the Union.

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**19. Transfer workers**

- ✓ on the basis of Union affiliation or activity.

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**20. Choose workers to be laid off**

- ✓ on the basis of weakening the Union's strength or discouraging membership in it.

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**21. Discriminate or treat Union supporters with disparity**

- ✓ when disciplining employees.

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**22. By the nature of the work assignment, indicate they would get rid of**

- ✓ an employee because of their Union activity.

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**23. Discipline Union supporters**

- ✓ for a particular action and permit non-Union employees to go unpunished for the same action.

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**24. Deviate from Company policy for the purpose of getting rid of**

- ✓ Union supporters

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**25. Take actions that adversely affect an employee's job**

- ✓ or any pay rate because of the employee's Union activity.

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**26. Say Unionization will take away**

- ✓ vacations or other benefits and privileges enjoyed.

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**27. Threaten a Union member**

- ✓ through a third party.

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**28. Threaten workers or coerce them**

- ✓ in an attempt to influence their vote.

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**29. Promise employees a reward or a future benefit if**

- ✓ they decide "no Union".

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**30. Tell employees overtime work (and premium pay) will be discontinued**

- ✓ if plant is Unionized.

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**31. Say unionization will force**

- ✓ company to lay off employees.

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**32. Promise employees promotions, raises, or other benefits if they refrain**

- ✓ from joining the Union.

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**33. Start a petition or circular against the Union**

- ✓ or encourage or take part in circulating one, if started by employees.

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**34. Remove pro-Union literature**

- ✓ from areas where other nonwork-related reading material is permitted, such as the lunchroom or breakroom.

*Supervisors are spokespeople for the company. The **company is legally responsible** for what supervisors say and do. Please **record the facts in case management** violates the **National Labor Relations Act***