

YOU and your COWORKERS run this UNION



It's your right to organize a Union!

The **National Labor Relations Act** gives you the right to organize a Union in your workplace. Here's what you are allowed to do and what your employer is not allowed to do:

Your legally protected right to organize a Union

You Have the Right to...

Participate in the meetings to discuss joining a Union.

Distribute, read, & discuss union literature (in non-work areas during breaks and lunch time).

Wear Union buttons, stickers, T-shirts, and hats to show support for the Union.

Sign a BCTGM Union membership card.

Circulate and sign petitions.

Join together in other activities to protest unfair treatment or demand improvements in wages, hours, and working conditions.

Organize other employees to support the Union, by signing card, or to file grievances.

These rights are **PROTECTED** by **Section 7** of the **National Labor Relations Act**, which gives you **THE RIGHT** to **join** or **support** a **UNION**.

THE LAW

Section 1: The **policy of the United States** is to be carried out "by encouraging the practice and procedure of collective bargaining and by protecting the exercise by workers of full freedom of association, self-organization, and designation of representatives of their own choosing, for the purpose of negotiating the terms and condition of employment..."

Section 7: "Employees shall have the right to self-organization, to form, join, or bargain collectively through representation of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining..."

Section 8a: It shall be an unfair labor practice for an employer . . . to interfere with, restrain, or coerce employees in the exercise of the rights guaranteed in Section 7.



IT IS ILLEGAL FOR YOUR BOSS TO...

Fire or threaten to fire, layoff, discipline, harass, transfer, or reassign an employee because they support the Union.

Favor employees who don't support the Union over those that do in promotions, hours, enforcement of rules, or any other conditions.

Close or threaten to close your place of employment or take away benefits or privileges in order to discourage Union activity.

Promise employees a pay increase, promotion, benefit, or special favor if they oppose the Union.

Under Section 8 of the National Labor Relation Act, it is illegal for your boss to commit any of the acts listed above.

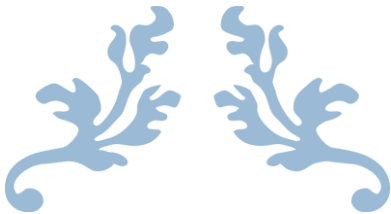
YOU are the UNION!

The TRUTH about Union Authorization Cards

It is important that Workers who are eligible to sign a Union card (non-supervisors), and are eligible to vote in a National Labor Relations Board (NLRB) secret ballot Union election **know the facts about authorization cards.**

Myth: Some workers fear they'll be fired if they sign a Union card.

FACT: It is a violation of the National Labor Relations Act (Federal Law) for an Employer to fire or even threaten to fire any worker for signing a Union card.



Myth: The Company managers and/or bosses will know I signed a card.

FACT: No Company official ever sees any Union authorization card. Only if you stand up (which you have a right to do by law) and tell the Company, they will not know if you signed a card or not.



AUTHORIZATION FOR REPRESENTATION

Date _____

I, the undersigned employee of _____
company
of _____, _____, hereby authorize Local
city state
_____, Bakery, Confectionery, Tobacco Workers and Grain Millers
International Union, AFL-CIO, to act as my exclusive bargaining agent for purposes
of collective bargaining.

Dept. _____

Shift _____

Name _____
print name

Address _____

City _____ State _____

Phone No. (____) _____ Zip code _____

Name _____
signature

Myth: If I sign a card, this means I give my power of attorney over to the Union.

FACT: Not true. The authorization card is "self-explanatory". It states you wish to be represented for the purpose of collective bargaining by the BCTGM. The BCTGM will only proceed with filing a petition for an election if we obtain 65-70 percent of signed cards by the appropriate unit wishing to be represented.

Workers must understand that without the cards, an election cannot be held. Without a super majority, the odds of winning go down significantly.

Local Union No. 57



Union cards are good for one year. Remember: the Union is not trying to get into the plant. Rather, **Food Workers** are trying to get into the **BCTGM Union** to gain a real voice and vote on all wages, benefits, and working conditions.