

You Have the Legal Right to Join OAPSE!

Under state and federal law, it may constitute an Unfair Labor Practice (ULP) for your employer to say or do any of the following:

The employer can't –

1. Promise employees a pay increase, promotion, betterment, benefit, or special favor if they stay out of the union or vote against it.
2. Threaten loss of jobs, reduction in income, discontinuation of any privileges or benefits presently enjoyed or use of any intimidating language which may be designed to influence an employee in the exercise of his/her right to belong or refrain from belonging to a union.
3. Threaten or actually discharge, discipline or lay off an employee because of his/her activities on behalf of the union.
4. Threaten, through a third party, any of the foregoing acts of interference.
5. Threaten to close or move the plant, or to drastically reduce operations if a union is selected as a representative.
6. Spy on union meetings. Parking across the street from a union hall to watch employees entering the hall would be suspect.
7. Conduct himself/herself in a way which would indicate to the employees that he/she is watching them to determine whether or not they are participating in union activities.
8. Discriminate against employees actively supporting the union by intentionally assigning undesirable work to the union employee.
9. Transfer employees prejudicially because of union affiliation.
10. Engage in any partiality favoring non-union employees over employees active on behalf of the union.
11. Discipline or penalize employees actively supporting a union for an infraction which non-union employees are permitted to commit without being likewise disciplined.



The employer can't –

12. Make any work assignment for the purpose of causing an employee who has been active on behalf of the union to quit his job.
13. Take any action that is intended to impair the status of or adversely affect an employee's job or pay because of his activity on behalf of the union.
14. Intentionally assign work or transfer workers so that those active on behalf of the union are separated from those believed not to be interested in supporting a union.
15. Select employees to be laid off with the intention of curbing the union's strength or to discourage affiliation with it.
16. Ask employees how they intend to vote.
17. Ask employees at the time they are hired or anytime thereafter whether they belong to a union or have signed a union application or authorization card.



18. Ask employees about the internal affairs of the union, such as meetings.
19. Make a statement that he/she will not deal with the union.
20. Make statements to the employees to the effect that they will be discharged or disciplined if they are active on behalf of the union.
21. Urge employees to try to persuade others to oppose the union or stay out of it.
22. Prevent employees from soliciting union membership during their free time on the employer's property so long as such action does not interfere with work being performed by others.
23. Give financial support or assistance to a union, its representatives or employees.
24. Visit the homes of the employees for the purpose of urging them to reject the union.

**If the employer says or does any of the above in your presence,
contact your OAPSE representative toll free at 1-800-786-2773**