

In a Union Organizing Drive...

Do:

- ✓ Facts
- ✓ Opinions
- ✓ Experience

You Can ✓

Share facts and personal experiences about unionized workplaces.

Ask employees "How are you doing today? Are there any issues or concerns you would like to discuss with me?"

Be or remain in a work area where employees are discussing the union while you engage in your typical responsibilities.

Address union organizing activity that interferes with employees executing their jobs.

Discuss the uncertainty of the negotiation process and what unions typically try to do in negotiations.

Do Not:

- × Threaten
- × Interrogate
- × Promise
- × Spy

You Cannot ✗

Say "If you bring a union in here, we will close down the site and everyone will be laid off."

Ask employees "Why are you or other people voting for the union?"

Follow employees around the workplace because you think they are organizing.

Tell employees "you cannot discuss the union at the company".

Say "If we beat the organizing drive, I will give you a promotion."

Speak with certainty about what a CBA would look like if a union was voted in.