



# **IAM CREWMEMBERS**

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## **No Hesitation. We Have a Legal RIGHT to Unionize.**

We have the legal right to unionize. Management and supervisors are prohibited under federal law with interfering with these rights.

- We have the right to join the union and to ask others to join. We have the right to attend union meetings and to ask others to attend.
- We have the right to wear a union pin on the job so long as it does not carry a controversial slogan or violate company policy or uniform requirements.
- We have the right to hand out union leaflets on our own time.
- We have the right to assist in, and encourage others to support, the union, so long as such efforts do not interfere with our work or violate posted company policy.
- Supervisors and management officials cannot tell us that they will fire or punish us if we engage in union activity. They cannot lay-off or discharge any employee for union activity.
- They cannot bar us from getting cards during non-work times, in non-work areas.
- They cannot ask us about confidential union matters. For example, whether we have signed a card, etc.
- They cannot ask us about whether we support the union or a union representation election. They cannot ask us how we intend to vote.
- They cannot threaten us or coerce us in an attempt to influence our support for unionizing.
- They cannot tell us that existing benefits will be discontinued if the we support a union. They cannot promise or give us promotions, raises or other benefits if we do not support the union.
- They cannot prevent us from signing a card.
- They cannot know if we ever signed a card.

**If you believe that your rights have been violated under federal law, please scan the QR CODE:**

