



# IAM CREWMEMBERS

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## UNIONIZING IS A FEDERAL RIGHT; NO NEED TO BE AFRAID



JetBlue management is prohibited under federal law from ever knowing who signed an a-card or how anyone voted in a union election.

- You have the right to join the union and to ask others to join.
- You 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.
- You have the right to hand out union leaflets on your own time.
- You have the right to assist in, and encourage others to support, the union, so long as such efforts do not interfere with your work or violate posted company policy.

Here's what management cannot do:

- They cannot tell employees that they will fire or punish them if they engage in union activity.
- They cannot lay-off or discharge any employee for union activity.
- They cannot bar employee union representatives from soliciting cards or membership during non-work time, in non-work areas.
- They cannot ask employees about confidential union matters, for example, whether you have signed a card, etc.
- They cannot ask the employees about whether they support the union or a union representation election.
- They cannot ask employees how they intend to vote.
- They cannot threaten employees or coerce them in an attempt to influence their vote, or to prevent them from voting.
- They cannot tell employees that existing benefits will be discontinued if the employees vote for a union.
- They cannot promise or give employees promotions, raises or other benefits if they vote against the union.
- They cannot prevent you from casting your vote.
- They cannot know how you voted.

**THESE RIGHTS ARE ENFORCEABLE UNDER FEDERAL LAW AND WE SHOULD NOT BE FEARFUL FOR EXERCISING OUR RIGHTS.**

***SIGN YOUR CARD TODAY. SCAN THE QR CODE TO REQUEST A CARD BE MAILED TO YOU.***

