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.