

What Management Can't Do

1. You can't do anything, say anything, that may be considered as interfering, restraining, coercing employees in their right to take part in union activities.
2. You can't offer bribes or inducements (even if the offer is by implication) to persuade workers not to join a union.
3. You can't discriminate against an employee because he is a union member or is taking part in union activities.
4. You can't ask an employee (or small groups of employees) to talk to you privately about the union, or ask them whether or not they favor it.
5. You can't threaten job loss, wage reductions, discontinuance of past benefits if employees join a union.
6. You can't use threatening language which might intimidate a worker, and cause him to refrain from joining a union.
7. You can't threaten to move the plant, shut it down, or reduce its operations if employees vote that a union be their bargaining agent.
8. You can't deny employees who represent the union the right to solicit members during non-working hours.
9. You can't ask a worker if he or anyone else belongs to the union, is in favor of it, or is engaging in union activities. If an employee volunteers this information you have the right to listen, but don't ask any questions.
10. You must not do anything that would indicate to employees that you are keeping an eye on them to see whether or not they are taking part in union activities.
11. You can't say that you won't deal with a union.
12. You can't initiate any practice that favors non-union employees over union members.
13. You can't ask a worker what he thinks about the union or its officers.
14. You can't stop an employee from soliciting union memberships on company property during non-working time.
15. You can't give the good assignments to non-union employees and the unpleasant ones to persons who, you think, favor the union. You must also be fair in distribution of overtime.

16. You can't threaten to lay off a worker or to discipline him because he is outspokenly in favor of the union.
17. You should refrain from all arguments with individual employees over the union question--especially if they are likely to lead to blows.
18. Finally, you should check any remarks that you make during a union election against these three questions: Does it threaten? Does it promise? Does it discriminate against a worker simply because he favors a union?