

# KNOW YOUR RIGHTS

*As Employees in the United States of America, YOU HAVE RIGHTS!*

**Federal and state law guarantees your right to form a union. Employees who are eligible to form unions have the following rights at work:**

- You have the right to form a union with your fellow employees.
- You have the right to read, distribute and discuss union literature.
- You have the right to encourage your co-workers to form a union.
- You have the right to attend union meetings.
- You also have rights covered under your constitutional right to freedom of speech and freedom of association.

**Management can not legally punish or discriminate against any worker because of union activity. For example, management can not legally do the following:**

- Threaten to or actually fire, lay off, discipline, harass, transfer, or reassign employees because they support the union.
- Favor employees who don't support the union over those who do in promotions, job assignments, wages, hours, enforcement of rules, or any other working condition.
- Shut down the work site or take away any benefits or privileges employees already enjoy in order to discourage union activity.
- Promise employees a pay increase, promotion, benefit, or special favor if they oppose the union.