

KNOW YOUR RIGHTS TO FORM YOUR UNION

Hundreds of thousands of nurses have exercised our legal right to form a union in our workplace.

The law protects us and gives us the right to:

- Organize and join a union of our choice.
- Attend union meetings in non-work areas (break rooms and lunch rooms) during breaks.
- Talk to other workers and distribute union materials.

WARNING SIGNS OF ILLEGAL BEHAVIOR

Under federal law, an employer cannot threaten or question our union activities, pressure us to vote against the union, or grant or promise special favors to employees to vote against a union. Employers cannot selectively discipline any union supporter or spy on union supporters for the purpose of observing union activities. Notify an organizer immediately if your supervisor does any of the above.

Typically, union busters work behind the scenes with management to fight the unionizing effort. They are paid to scare workers into thinking that a union will be bad for them. They train management and supervisors, supply propaganda and organize mandatory employee meetings.

WHAT TO EXPECT FROM A UNION-BUSTING CAMPAIGN

Management will meet with you one-on-one, call mandatory meetings, hand out propaganda or show films to tell us that:

- “Unions only want dues money.”
- “You’ll be forced to strike.”
- “Management has made mistakes, but we promises things will change.”
- “Our facility is different and doesn’t need a union.”

Now that we have filed for our union election, federal law does not allow management to make changes to terms & conditions of employment to attempt to influence the election.

Federal law gives you the freedom and the right to organize a union in your workplace, defend your rights at work, and negotiate a collective bargaining agreement with a union to improve your pay, benefits, training, and other working conditions.” National Labor Relations Act, Section 7

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