REMINDER OF YOUR RIGHTS AS AN ONA MEMBER

Rights as a Member:

• Organize with ONA to negotiate with your employer concerning your wages, hours and other terms and conditions of employment.

• Form, join or assist ONA.

• Bargain collectively through representatives of employees’ own choosing for a contract with your employer setting your wages, benefits, hours and other working conditions.

• Discuss your terms and conditions of employment or union organizing with your co-workers or your ONA Labor Relations Representative.

• **TAKE ACTION** with one or more co-workers to improve your working conditions by, among other means, raising work-related complaints directly with your employer or with a government agency and seeking help.

What Management Cannot Do:

• Prohibit you from soliciting for a union during non-work time, such as before or after work or during break times; or from distributing union literature during non-work time, in non-work areas, such as parking lots or break rooms.

• Question you about your union support or activities in a manner that discourages you from engaging in that activity.

• Fire, demote, transfer you, reduce your hours or change your shift, or otherwise take adverse action against you. Cannot threaten to take any of these actions, because you join or support a union, because you engage in concerted activity for mutual aid and protection, or because you choose not to engage in any such activity.

• Threaten to close your workplace if workers choose a union to represent them.

• Promise or grant promotions, pay raises, or other benefits to discourage or encourage union support.

• Prohibit you from wearing union hats, buttons, t-shirts and pins in the workplace except under special circumstances.

• Spy on or videotape peaceful union activities or pretend to do so.

Any questions? Talk to your ONA executive team, Your department ONA Steward or your ONA Labor Relations Representative.