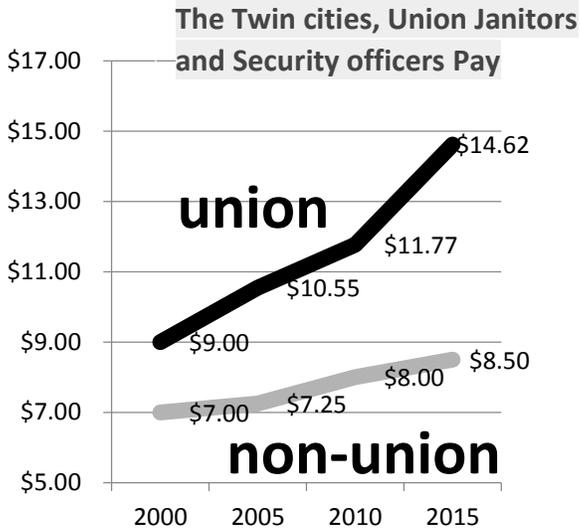




SEIU Local 26: Know your Rights
Building Power at Work and in our Communities
Educational on our right to be union

Our Union Makes a Big Difference



**The Boss may not like it,
but workers have the
right be Union!**



When I spoke up about the problems at my work, the manager tried to intimidate and even discipline me. I organized my co workers, and we fought back, and I got the discipline removed. It is our right to be union, but we have to defend it! -Ana-SBM

Discussion Questions

- 1) William is the shop steward in mixed-use building. In the colder months security officers are told to wear long sleeve shirts and sweaters. It's getting warm and officers would like to switch to short sleeve shirts. His supervisor believes that long sleeves look more professional. William starts to move a petition for a uniform change and his boss tells him to stop or face discipline. Does William have the right to move this petition?
- 2) Juanita organized her co-workers for a sticker day and a march on the boss to protest management's decision to cut all the janitors' hours by 30 minutes a night. A supervisor met her in the hallway and told her that she better cool it or else she'd get fired and her co-workers would get written warnings. Can the supervisor write them up or fire them?
- 3) Why does management try to keep us from organizing? What can we do to assert our right to organize and be union?

Know Your Rights

Federal law:

Section 7, The National Labor Relations Act

- “Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection...”

Under federal Labor law, stewards have protected rights, such as:

- The right to be treated as an equal by management when conducting union business.
- The right to be free from retaliation by management for union activity
- Cannot be held to a higher standard of conduct than other workers
- The right to ask for information needed to investigate grievances
- The right to organize worksite actions
- The right to keep grievance files confidential

Language from our contract

- Shop Stewards shall have the right to investigate complaints relating to the specific terms of this Agreement at their regular job location. The Company agrees not to discriminate against or retaliate against stewards for Union activity. However, Job Stewards are subject to the same rules, regulations and working conditions as apply to all other employees.



- Union representatives shall, at all times, be permitted to confer with employees in the service of the Company, provided it does not interrupt or interfere with the Company's operation.