

# YOUR UNION RIGHTS

You may have heard about workers being punished for unionizing, or for talking about unionizing. You may be worried about your employer taking action against you for being involved with a union. **This is not allowed and is illegal.**

There are strong laws at both the federal and state level that protect workers from this kind of retaliation. The main law that protects our ability to organize and unionize is Kansas' Public Employer-Employee Relations Act (K.S.A. 75-4321 through -4350).

The following is a brief summary of your rights and protections:

## + YOU HAVE THE RIGHT TO:

- ✓ Join a union.
- ✓ Talk to your co-workers about joining a union. Anywhere and anytime you are allowed to talk about things like sports or weather.
- ✓ Pass out literature about joining a union (in non-work areas during non-work times).
- ✓ Sign up your coworkers on petitions in non-work areas and during non-work times.
- ✓ Join with your coworkers for the purpose of forming a union.
- ✓ Join with your coworkers for the purpose of improving working conditions in your place of employment.
- ✓ Have UAW counsel represent you if your employer mistreats you during the organizing process or after unionization.

## + YOUR EMPLOYER DOES NOT HAVE A RIGHT TO:

- Interfere with, restrain, or coerce you to prevent your exercise of these rights.
- Fire or discriminate against you for exercising any of those rights.
- Discriminate against you in hiring and firing simply because you have joined (or not joined) a union.
- Take other actions against you that would violate other laws, such as those prohibiting hostile work environments.
- Form a union that is financed or controlled by the employer instead of by you and your co-workers.
- Refuse to collectively bargain with the union once it is formed.



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