

Know Your Rights



Legal Violations Book

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KNOW YOUR RIGHTS

When you organize your union, you have many rights under the law.

You have rights to:

- **Read**, give out and discuss union leaflets in non-work areas during and breaks
- **Talk** with your co-workers about the union and attend union meetings
- **Sign a card** to join and support the union
- **Sign** petitions
- **Encourage** others to support the union in any way

The company is breaking the law if they interfere with you organizing your union

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They cannot:

- **Threaten** you or your benefits, your hours, or your job
- **Intimidate** or fire you for supporting the union
- **Promise** you special favors to go against the union
- **Surveil** you or watch you
- **Question** you if you are for or against the union or if you have signed a card
- **Discourage** union activity by taking away anything or closing the hotel

If you see it report it!

If the company breaks the law, they can be charged by the federal government for violating your rights! If you believe your rights have been violated, or you witness any questionable behavior, please report it immediately so proper action can be taken.

Call the UNITE HERE ULP Hotline to report violations at 267-289-2955 and contact your union committee person in your department. Remember, you have rights.

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UNILATERAL CHANGES

(Any of these changes are a violation; report them if you see them)

1. discharge, suspension, warning;
2. job reassignment;
3. hours-amount;
4. hours-times;
5. pay rates;
6. job duties;
7. benefits
 - (a) health insurance benefits, conditions, eligibility, etc.,
 - (b) 401(k) terms,
 - (c) vacation amount or eligibility,
 - (d) holidays, pay or eligibility,
 - (e) paid leave (funeral, jury);
8. overtime or premium rates;
9. work rules (formal written rules);
10. work rules (unwritten);
11. promotions,

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11. promotions,

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12. demotions;
13. sign-in/sign-out requirements;
14. changes in amount, eligibility for, location of parking;
15. training opportunities;
16. bonuses or incentives;
17. uniforms (including name tags);
18. lockers or other personal storage facilities;
19. employee cafeteria, including number of meals, location, amount, types and quality of food;
20. changes in security procedures, including check-in/out rules, inspections;
21. tip practices (including guaranteed gratuities, tip pooling, tip credits against wages, no-tipping policies);
22. changes in number, length or timing of breaks, or location or amenities of break areas, or rules about use of break areas (i.e., smoking rules);
23. subcontracting (giving employer's employees' work to outside contractors).

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LEGAL VIOLATIONS REPORT

Name: _____

Employer: _____

Job: _____

Date of this report: _____ .

Date of incident: _____ .

Facts about incident:

Where: _____

Time: _____

Names or other ID of managers involved:

LEGAL VIOLATIONS REPORT

Name: _____

Employer: _____

Job: _____

Date of this report: _____ .

Date of incident: _____ .

Facts about incident:

Where: _____

Time: _____

Names or other ID of managers involved:

Witnesses? Y / N Names or other ID:

Check the kind of thing that happened and fill in the blanks:

Threat What was said? _____

Questioning What was asked and answered?

7

Witnesses? Y / N Names or other ID:

Check the kind of thing that happened and fill in the blanks:

Threat What was said? _____

Questioning What was asked and answered?

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Promise of benefit for not doing union activity What was said? _____

Surveillance Who did it? _____

How did they do it (eyes and ears, camera, recorder)? _____

8

Promise of benefit for not doing union activity What was said? _____

Surveillance Who did it? _____

How did they do it (eyes and ears, camera, recorder)? _____

8

Verbal abuse What happened?

Physical abuse What happened?

Discrimination Fill out page 10 of this form.

9

Verbal abuse What happened?

Physical abuse What happened?

Discrimination Fill out page 10 of this form.

9

DISCRIMINATION

Check what kind of discrimination:

- Verbal counseling
- Refused promotion
- Warning
- Change of hours/days
- Suspension
- Change of job assignment
- Termination
- Reduction in pay
- Demotion

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- Refused promotion
- Warning
- Change of hours/days
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- Change of job assignment
- Termination
- Reduction in pay
- Demotion

10

DETAILS

1. **If you got disciplined** (verbal counseling, warning, suspension, termination):

What were you accused of doing? _____

2. What is your side of the story? _____

3. Was anything said about the union, or your union activity, at the time you were disciplined or before or after? Y / N

What was said? _____

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What were you accused of doing? _____

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What was said? _____

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4. Before you were disciplined, did any manager see you doing union activity (like talking to co-workers, getting pledge cards, passing out literature, going on a delegation)? Y / N

What? _____

5. Are you a committee member? Y / N
Have you gone to negotiations? Y / N

6. Before you were disciplined, did you show union support, like wearing a button, attending a rally, picketing or other actions? Y / N

What? _____

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4. Before you were disciplined, did any manager see you doing union activity (like talking to co-workers, getting pledge cards, passing out literature, going on a delegation)? Y / N

What? _____

5. Are you a committee member? Y / N
Have you gone to negotiations? Y / N

6. Before you were disciplined, did you show union support, like wearing a button, attending a rally, picketing or other actions? Y / N

What? _____

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If you were demoted or reduced in pay, or your days, hours or assignment were changed:

What happened? _____

And, please answer questions 2, 3, 4, 5 and 6.

Notes

13

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What happened? _____

And, please answer questions 2, 3, 4, 5 and 6.

Notes

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Notes

14

Notes

14

Notes

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Notes

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