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

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The company is breaking the law if they interfere with you organizing your union
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.
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,
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).
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?

_________________________________
_________________________________
_________________________________
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)?
- **Verbal abuse**: What happened?

- **Physical abuse**: What happened?

- **Discrimination**: Fill out page 10 of this form.
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
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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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? _______________________________________

_______________________________________

_______________________________________

_______________________________________
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

_______________________________________

_______________________________________

_______________________________________

_______________________________________

_______________________________________

_______________________________________

_______________________________________