



# Know Your Rights!

**Q: If we vote to strike, Can I be disciplined for participating?**

**A:** *No! It is a violation of federal law to discipline an employee or threaten loss of job or benefits for participating in a rally, picket or strike or for speaking out to the press or to government agencies! It is also a violation of federal law for management to question employees about their union sympathies or activities in a way that tends to interfere with, restrain or coerce employees in the exercise of their rights to participate in union actions.*

**Here's what the National Labor Relations Act says:**

Section 7: 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...

Section 8: *It shall be an unfair labor practice for an employer (1) to interfere with, restrain, or coerce employees in the exercise of the rights guaranteed in section 7.*

**Q: I'm not a member of the UHW "Service Unit". Can I support my co-workers by honoring the picket line?**

**A:** All workers in the United States are protected by the 1<sup>st</sup> Amendment and the National Labor Relations Act if they want to show support for their co-workers on a picket line. This is a freedom of speech issue.

If you believe your rights have been violated or you have received a threat from a supervisor, please contact SEIU UHW Representative Pat Alvarez, or your C.N.A. representatives, **or call the National Labor Relations Board Region 30 Office at 415-356-5130.**

Any charges our attorneys file will name not only Enloe but also the individual supervisors who made any unlawful threats.

**Q: Would I have to personally notify my manager that I won't be coming to work on the day of the strike (if we vote to strike)?**

**A:** No. Our delivery of the legal "ten-day notice" document is our telling the Employer that employees will not be reporting to work. There is no need to call off.

**Q: I'm a probationary employee. My manager said they will fire me if I took part in a strike. What are my rights?**

**A:** Your manager has violated federal law. The union's attorneys will file charges against management and will name the individual manager in the federal charges if such a threat is made.

Beyond being illegal, threatening a person's job because that person is sticking up for their patients, for themselves and their coworkers, is one of the most immoral things anyone could do to another person.

**Q: What is an "Unfair Labor Practices Strike?"**

**A:** A strike to protest activities – such as refusal to bargain – by the employer. Workers engaged in "ULP" strikes are protected from any management punishment for lawfully participating in the strike.

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**Enloe, Show Respect for your Employees, our Community and the LAW and Bargain!**



# Strike Vote Meetings

*What: Vote to authorize a Service unit one day strike*

*When: Tuesday, 1/23*

*Times: 7:45-8:45 AM*

*1-2:30PM*

*3:45-5 PM*

*7:45-8:30 PM*

*Where: Heritage Inn (Best Western)*

*25 Heritage Lane (off Cohasset near K-Mart)*

**VOTING YES** means you want management to follow the law and come to the bargaining table, and if they continue to refuse, we will schedule a one-day strike

**VOTE YES for the Dignity of Our Jobs,  
Our Patients, and Our Community!**

-MORE ON BACK-

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