

YOUR RIGHT TO ORGANIZE IS PROTECTED.

WWW.ENVOYAGENTS.ORG

Envoy employees are joining together for a union with CWA. ***Do you know your rights under federal law?***



SECTION 2, PARA. 4 OF THE RAILWAY LABOR ACT SAYS YOU HAVE THE RIGHT TO JOIN, ORGANIZE OR ASSIST IN ORGANIZING A UNION.

You have the legal right to:

1. Attend meetings to discuss forming or joining a union.
2. Wear union pins and buttons at work.
3. Distribute and post union literature.
4. Sign cards or petitions in support of forming a union.



“Violators shall be subject to a fine of not less than \$1000.00 or not more than \$20,000.00 or imprisonment for not more than six months or both fine and imprisonment for each offense.”

QUESTIONS? CALL THE NATIONAL MEDIATION BOARD AT 202-692-5000

FEDERAL LAW PROTECTS YOU!

Federal law prohibits managers or supervisors from interfering with your right to seek union representation.

Here is a brief rundown of what management cannot do while you and other co-workers are engaged in a campaign to form a union.

Managers cannot:

- Discharge, lay off, discipline, harass, reassign or threaten employees because of their support for a union.
- Favor employees who oppose a union with special promotions, job assignments, bonuses, or unequal enforcement of company policies.
- Take away jobs, pay or any benefits or privileges that employees already had in order to discourage union activity.
- Promise special favors or benefits for opposing a union.



**BUILDING A STRONG ORGANIZATION IS THE ONLY WAY
TO ENSURE THAT YOUR RIGHTS ARE RECOGNIZED!**