

# Your rights during a union election

If you have concerns about what union organizers are telling you—or not telling you—you have rights.

There's no need to stay quiet if you have doubts about unionization.

## 1 You have the right to campaign against the union.

You can talk with coworkers and share your reasons, feelings and opinions about unionization. You may also talk with your colleagues and work together to campaign against the union.

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## 2 You have the right to be free of pressure or coercion by any union organizer or supporter.

These individuals can be paid union staff, but they can also be coworkers who support unionizing. Even if someone is your colleague, you have the right to tell them you are not interested and ask them to leave you alone. Staff should not be soliciting your support while you are working.

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## 3 You have the right to refuse to participate in a call, visit or planned or unplanned meetings with a union representative.

If you do not want union representatives communicating with you, you have the right to request the union representative to stop contacting you. *Union harassment and intimidation is illegal.*

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## 4 You have the right for your vote to remain confidential through the secret ballot election.

Voting is personal. No one should tell you how to vote and no one will know how you vote—the National Labor Relations Board conducts a secret ballot election.

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## 5 You have the right to engage or participate in interactions with union organizers or supporters if you choose.

Working time is for work, but employers cannot prohibit employees from talking about or soliciting for a union during non-work time, such as before or after work or during break times.



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