

# KNOW YOUR RIGHTS

## YOU HAVE A RIGHT TO JOIN A UNION

When you join, you benefit from higher pay, better benefits, safer working conditions, and fair work rules. It's your right to thrive. What you do with your better pay, benefits, and security is your business. Assuring you get the right to thrive is our business.

## YOU HAVE ALL THESE RIGHTS

- To join a union, and to ask others to join a union.
- To attend a union meetings, and to ask others to attend.
- To wear a union pin on the job, so long as it does not carry a controversial slogan, or violate company policy or uniform requirements.
- To hand out union leaflets, on your own time.
- To assist in, and encourage others to support, a union, so long as your efforts don't interfere with your work or **VIOLATE POSTED COMPANY POLICY.**

## MANAGERS AND THEIR HIRED CONSULTANTS CANNOT, BY LAW, INFRINGE ON YOUR RIGHT TO THRIVE

- Management cannot tell employees that they will fire or punish them if they engage in an airline union activity.
- Management cannot lay-off or discharge any employee for airline union activity.
- Management cannot bar employee union representatives from soliciting cards or membership during non-work time, in non-work areas.
- Management cannot ask employees about confidential union matters, for example, whether you have signed an airline union card, etc.
- Management cannot ask the employees about whether they support the union or a union representation election.
- Management cannot ask employees how they intend to vote in a union vote.
- Management cannot threaten employees or coerce them in an attempt to influence their vote, or to prevent them from voting for a union.
- Management cannot tell employees that existing benefits will be discontinued if the employees vote for a union.
- Management cannot promise or give employees promotions, raises or other benefits if they vote against a union.
- Management cannot prevent you from casting your vote for a union.
- Management cannot insist on knowing how you voted in a union vote.



## ALONG WITH RIGHTS COME RESPONSIBILITIES

These guidelines are intended to assist you in understanding your rights in achieving an airline union, and to ensure that you stay within the legal bounds for protected activity in seeking an airline union.

While at work you can discuss the airline union just the same as you can talk about family, the weather, the latest sports scores or industry news. Like any other conversation, talking about an airline union should not interfere with work duties.

Organizing activity, like soliciting your co-workers to sign an airline union representation card—a necessary step when you want to join an airline union—must be limited to non-work times and in non-work areas. In other words, you can ask and encourage co-workers to join an airline union before and after work, in crew lounges, break rooms, and other non-work areas at the airport, unless the company has specific, non-discriminatory rules in place that prohibit doing so. Any other location away from work is fine.

Supervisors must not intimidate, coerce or interfere with you in any way for conducting organizing activity to join an airline union. If this happens to you please report it to an airline union representative. Do not be confrontational or insubordinate. If you are given a direct order by a supervisor or company representative to cease certain union organizing activity, comply with that order and inform the union immediately.

It is illegal for the company to favor one union over another, or for one union to be given greater access or fewer restrictions for organizing activity. Again, report any such favoritism to an airline union representative. While you are engaged in organizing activity, never interfere with another employee in the performance of her or his work duties, or cause a disruption in the work place. If someone does not want to talk about an airline union, then simply end the conversation politely and walk away.

**DIGNITY. SECURITY. RESPECT. FAIRNESS.**



**DELTA WORKERS UNITE**  
**OUR VOICE**

THE DELTA AIR LINES RAMP ORGANIZING COMMITTEE

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