

KNOW YOUR RIGHTS

When you're starting a
union at your store



YOUR EMPLOYER CAN'T:

Thanks to the National Labor Relations Act (NLRA), it is illegal for your company to interfere with your right to join a union. It violates the law for your employer to:

- Fire or punish workers for engaging in union activity (like attending meetings about the union, talking about the union, etc)
- Ask workers about their union activity or the union activity of their coworkers
- Ask what you think about the union
- Give workers wage increases or special benefits in order to stop them from wanting unionize, or promise future benefits if workers reject the union
- Say that the company won't deal with the union
- Close, or threaten to close, your store to avoid dealing with the union
- Lay off workers to weaken the union's strength or discourage membership in the union
- Threaten or intimidate workers to influence their vote
- Say that joining a union would strip away existing benefits, vacations, or privileges (this is not true!)

REMEMBER

Even though it is illegal, many companies will still break the law to try and prevent their workers from starting a union.

If you see your employer doing anything that you think may break the law, report it to us.

Together, we have the strength to **fight back and win.**

YOU CAN:

Federal law prevents your employer from interfering with your right to join a union.

*But what **are** those rights?*

Talk about working conditions.

Talking about wages, benefits, scheduling, breaks, and health & safety while on the job is your right.

Talk about joining a union.

Discussing the benefits of a union and how you can make your workplace better is your right too, whether you're on the clock or at home.

I have the right to talk about forming a union to whoever I want. But... how should I get started?

You **CAN** legally talk about your right to join a union wherever and whenever you want, but **it's important to be strategic.**

Before managers have the chance to try and intimidate or spread misinformation, focus on having one-on-one conversations with coworkers you trust to talk about the benefits of forming a union and start building support.

We're here to work with you to make your conversations with your coworkers successful, so when in doubt, just reach out!

Knowing your rights is a great first step. But there's a lot more to learn! The greatest tool you have against your employer's anti-union misinformation is information of your own.

Union 101

Everything you need to know about starting a union

Learn More

About the Kroger-Albertsons merger and how it affects you