



Know Your Rights as a Union Member

Right to Organize

- Under the Meyers-Milias-Brown Act (MMBA), you have the right to form, join, and participate in union activities, including organizing for a strike.

No Retaliation:

- Management cannot retaliate against you for signing strike assessment cards, putting up “Strike Ready” posters in your personal workspace, or supporting union actions, or discussing union matters during your breaks or before/after work.
- This includes protection from discipline, intimidation, or threats to your job.

Freedom of Speech:

- Posting union-related materials (e.g., “Strike Ready” posters) in personal workspaces is a protected activity under California labor law and your collective bargaining agreement.

Protection from Misinformation:

- Management cannot misinform you about your rights to organize, sign strike cards, or display union materials. Attempts to interfere are an unfair labor practice.

Right to Representation:

- If management questions you about union activities, you have the right to union representation during your discussion.

What to Do If Management Pushes Back

Stand Strong:

- Intimidation is illegal. Report any coercion, threats, or misinformation to your union steward immediately.

File a Complaint:

- If you experience retaliation or interference, the union will file a charge with the appropriate California employment board to protect your rights.

Union Power: Why Your Participation Matters

Strength in Numbers:

- Signing the strike assessment card and displaying your support shows management that the union is united and determined.

Your Voice is Protected:

- Every time you sign, speak out, or display support, you are exercising your legally protected rights to build a stronger workplace.

Together, We Are Unstoppable!

The law is on your side.

Your union has your back.

Your voice makes a difference.

Let's stay united and strike ready for a better future! 🙌

If you have questions or concerns, contact your union steward or representative immediately.