

## TIPS: WHAT NOT TO SAY DURING UNION ORGANIZING

An employer has a free speech right to communicate its views to employees concerning a labor union. However, the National Labor Relations Board has found certain statements unlawful. The acronym “T.I.P.S.” can help supervisors remember what not to say:

**T.** Supervisors must not **threaten** employees with harm or reprisals (economic or otherwise) if they decide to sign a union card, join, or vote for the union. As an example, supervisors may not threaten to close down operations if the union wins an election.

**I.** Supervisors should not **interrogate**, or ask, any employee whether or not he or she favors the union, has signed a union card, or has gone to a union meeting. Supervisors should not question employees at all about their attitudes or activities relating to the union.

**P.** Supervisors must not directly or indirectly **promise** any benefits or reward employees for refusing to sign a union card, staying out of the union, or voting against the union. For example, supervisors may not promise employees a wage increase if they decline to sign up with the union or if they vote against the union. Such an inducement to employees to encourage them to withdraw or repudiate union authorization cards is also unlawful. Supervisors may not solicit grievances about working conditions while expressly or impliedly promising corrections. It is lawful to listen to employees who mention their grievances or suggestions for improving conditions. It is unlawful to promise an improvement. Supervisors should stay within the bounds of management’s established grievance procedure and inform employees that they cannot make any promises concerning the grievances raised.

**S.** Finally, supervisors may not conduct unlawful **surveillance** of employees. For example, supervisors cannot park outside a union meeting to see which employees attend the meeting, or even give the impression of such surveillance.