Keep in mind that while a union organizing campaign is in progress, the
conduct of Company officials and supervisors is under careful scrutiny. During a
campaign, it is important to keep in mind three basic rules:

FIRST, a company is NOT permitted to discriminate against employees
because of their union sympathies and/or activities in order to discourage
such activity;

SECOND, a company is not permitted to interfere with union organizing,
campaign, or election activities (such as union meetings) by making
threats or promises in order to discourage such activity; and

THIRD, as a general rule, during the formal NLRB election campaign, the
company cannot make or announce any unilateral changes regarding
wages, hours or working conditions which are mandatory subjects of
bargaining.

The union, and the National Labor Relations Board, strictly scrutinize an
employer's conduct during the so-called "critical" period, which is the period of
time between the date a representation petition is filed with the NLRB and the
ensuing campaign period leading up to an election. Specific types of employer
conduct are carefully reviewed by the NLRB and may serve as grounds for
setting aside elections or for requiring bargaining without an election.