



# IBEW LOCAL 53

International Brotherhood of Electrical Workers

## Know The Truth

*“Employees shall have the right to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection..” Section 7 (U.S Title 29, Chapter 7 & 157)*

- > **It means that employees have the legal right to help organize, to join and to support a union of their own choosing. This includes such activities as signing a card, getting others to sign cards, attending union meetings, wearing union buttons, passing out literature or talking union to other employees.**
- > **It means that employees have the legal right to deal with their employer as a group, rather than individually.**
- > **It gives the employees the legal right to take such group action as they feel necessary in order to achieve their desired goals so long as these actions violate no other laws.**
- > **You may discuss union activity with your co-workers during any non-work time. The “Non-work time” includes: 1. lunch, 2. breaks, 3. after hours.**
- > **You may discuss union activity with your co-workers in both work and non-work areas, as long as it is during the non-work time.**
- > **You may solicit signatures from your co-workers in both work and non-work areas, as long as it is during the non-work time.**
- > **You may distribute union literature during non-work time.**
- > **You may distribute union literature only in non-work areas. “Non-work areas” are areas not related to production, such as: 1. break rooms, 2. locker rooms, 3. coffee machine areas, 4.complany parking lots.**