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www.Local3758.org
FB AFSCME Local 3758

Dos and Don'ts about Union Activity at Work

- Employers may prohibit workers from talking about non-work issues in work areas during work hours. An employer that chooses to adopt this type of rule may not single out union conversations for discipline, either in its policy or in the way it enforces the rule. In other words, a company can prohibit extraneous conversation, but may not prohibit only union discussions while allowing employees to talk about anything else they wish. **TRL does not prohibit employees from talking about non-work issues in work areas as long as it does not interfere with productivity or discipline. If you and your co-workers can freely discuss what you did on vacation, etc... then you may freely discuss union-related issues.**
- Employers must allow employees to talk about union matters during non-work hours in non-work areas (for example, during lunch in the employee lounge or company break room). **You may freely discuss union issues on break time with no restrictions or interference from the employer.**
- Companies may prohibit distribution of union literature (such as pamphlets and fact sheets) in work areas at all times, as long as the prohibition applies to all non-work literature, not just union literature. **Under our contract the union local is allocated bulletin board space to display union information. Check this location for notifications of and minutes of Union meetings, a listing of your officers and representatives and other informational materials. In addition, you as a union member may distribute union literature freely in non-work areas, such as your library branch's break room with no restrictions that would not apply to any other materials.**
- Companies cannot prevent workers from wearing clothing bearing pro-union logos or symbols, such as a button or cap, unless that type of apparel creates a safety hazard. **TRL does maintain a dress code policy, however as pro-union clothing, buttons or badges do not violate this policy, you may freely wear them at work.**

These are your rights under section 7 of the National Labor Relations Act. If any representative of the employer interferes with any of these activities, contact a union officer or representative about the incident.