



## KNOW YOUR LEGAL RIGHTS

1199C organizers may try to talk with you about the union despite employees being focused on how best to care for their families, their patients and each other during the COVID-19 national emergency. You have legal rights related to union activity.

### Under the National Labor Relations Act, you have the right:

- ✓ To refuse to sign a union card or petition;
- ✓ To campaign against the union;
- ✓ To not be bothered by union organizers while you are working or in a patient care/work area;
- ✓ To not talk with a union organizer if you are contacted at home, by phone/text or through social media and email;
- ✓ To tell union organizers you are not interested in unions; and
- ✓ To say, “no.”

### To prevent 1199C organizers from disturbing you, you have the right to:

- ✓ Refuse to share your information with organizers and refuse to sign any union materials; and
- ✓ Tell pro-union coworkers not to share your name or any information about you with the union.

### If union organizers try to visit you at home:

- ✓ You have the right to tell them to leave you alone and to stay off your property.
- ✓ You have the right to refuse to sign union materials.
- ✓ You can remind spouses, children and other family members or guests not to invite strangers into your home.