

CHEAT SHEET

ACCESS CHEAT SHEET UNDER THE ALRA

ANY PAPER GIVEN TO YOU BY A UNION OR AN ALRB AGENT MUST BE IMMEDIATELY DELIVERED TO THE OFFICE!

🔑 TIME WHEN ACCESS MAY OCCUR:

- ➔ One hour before work
- ➔ One hour after work
- ➔ During Lunch

DURING ACCESS TIMES, SUPERVISORS MUST MOVE TO A NEUTRAL AREA AWAY FROM WHERE ORGANIZERS ARE ADDRESSING WORKERS!

🔑 NUMBER OF UNION ORGANIZERS PERMITTED:

- ➔ If the crew is 30 workers or fewer: 2 organizers
- ➔ If the crew is more than 30: 1 additional organizer for each increment of 15 workers.

🔑 Example: A crew of 46 workers: 4 organizers

- ➔ Organizers must wear identification badges showing their name and their union.
- ➔ Organizers must identify themselves if a supervisor requests it.
- ➔ Organizers may not disrupt operations. SPEECH ALONE IS NOT A DISRUPTION.

🔑 DOCUMENT ALL VIOLATIONS:

- DATE AND TIME
- ORGANIZER'S NAME
- NATURE OF VIOLATION

🔑 REMEMBER... YOU CANNOT... (TIPSS)

Threaten • Interrogate • Promise • Spy • Solicit grievances

BUILT FOR EMPLOYERS

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