

Workers **WON!**



When employees try to organize a union for a better and more secure job, employers often fight back in the form of union-busting. Wells Fargo has proven to be no different.

Especially now that our colleagues in Albuquerque, New Mexico have won their union election, managers are afraid that branches like ours will also choose to form a union in order to negotiate for improved wages, benefits and working conditions. **Wells Fargo's desperate attempts at union-busting won't work.**

Learn more about the union-busting script that Wells Fargo is following at:

bit.ly/WFbusted



Your Rights Right NOW

Bank, credit union and other finance workers are covered under the National Labor Relations Act (NLRA) which provides the legal right for all private sector employees to form a union in their workplace:

- NLRA, Section 7: "Employees shall have the right to self-organization, to form, join, or assist labor organizations to bargain collectively through representation of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining..."
- NLRA, Section 8: "It shall be an unfair labor practice for an employer... to interfere with, restrain, or coerce employees in the exercise of the rights guaranteed in Section 7..."

It is Illegal For Your Employer To:

- Make promises, bribe, or favor employees to convince them not to form a union;
- Ask you what your opinion about the union is;
- Threaten to fire or fire you for supporting the union;
- Harass, discipline, transfer you to another location, call center, or other worksite for supporting the union.



Removal of this flyer may violate the National Labor Relations Act.

Wells Fargo Workers United is not in any way affiliated with Wells Fargo.

Once we form our union Weingarten Rights Apply

As soon as we vote to form our union, bank workers gain additional rights and legal protections. Even before we negotiate our first contract, workers who are represented by a union have the right to have union representation in any meeting that could lead to discipline.

Once we form our union, Wells Fargo HR reps and supervisors will have to honor your Weingarten requests for representation, and many union members carry cards like the one below in their wallets, so that they can easily exercise that right.

You have **RIGHTS!**

If a supervisor or other management/security representative requests an investigatory meeting with you and if you have reasonable cause to believe that such a meeting may result in disciplinary action, including a warning, you may have the right to request Union representation.

You should take the following actions if a supervisor or other management/security representative desires to meet with you.

1. Request Union Representation.

2. Remain silent until the Union Representative is present.

3. Request the right to consult with the Union Representative prior to the meeting with management.

These rights came from a U.S. Supreme Court decision in 1975 generally known as Weingarten Rights.

Keep this handy while at work.

