



# Keeping an eye on Wells Fargo

## HOW TO SPOT WHEN THE BOSS IS BREAKING THE LAW

### Look out for **SPIT** : Surveillance, Promises, Interference, Threats

<b>SURVEILLANCE</b> The boss <b>cannot</b> . .	<b>PROMISES</b> The boss <b>cannot</b> . .	<b>INTERFERENCE</b> The boss <b>cannot</b> . .	<b>THREATS</b> The boss <b>cannot</b> . .
Spy on workers' union activities or even create the impression that they are spying on their activities.	Promise employees benefits if the employees reject the union.	Prohibit workers from talking about the union during work time if they allow workers to discuss other causes.	Threaten employees with adverse consequences, such as closing the workplace, loss of benefits, or more onerous working conditions, if they support a union, engage in union activity, or select a union to represent them.
Photograph or record employees engaged in peaceful union activities.	Imply a promise of benefits by soliciting grievances from employees during a union organizing campaign.	Prohibit employees from wearing union buttons, shirts, and other union materials in most cases.	Threaten employees with loss of jobs or reduction in wages, or use threatening or intimidating language calculated to influence employees in their exercise of their right to support a union.
Poll employees to determine the extent of support for a union (this includes asking workers if they support the union in one-on-one conversations)	Confer benefits on employees during a union organizing campaign to induce employees to vote against the union.	Deny off-duty workers access to outside non-working areas (like break rooms or the parking lot) of the employer's property.	Tell employees that the union will have to strike to obtain concessions from the employer.
Question employees about their own or coworkers' union activities or sympathies.		Convey the message that organizing a union would be futile.	
<b>If you witness something that you suspect is an <b>unfair labor practice</b>, contact us: <a href="mailto:staff@betterbanks.org">staff@betterbanks.org</a></b>		Make or enforce work rules that reasonably tend to inhibit employees from exercising their rights under the NLRA.	
	Solicit individual employees to appear in an anti-union video or materials.		

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Wells Fargo workers are overcoming management's attempts to silence us by undermining our rights. In branches and non-branches, workers are successfully organizing a union to improve our working conditions. This is historic. Bank executives thought they could divide us by spreading fear, but each day we educate more of us on how to stand up for our rights.

This handout provides an overview of some ways that employers will attempt to break the law in an effort to undermine our rights and collective power. The federal National Labor Relations Act (NLRA) gives non-management workers - including bank and financial services workers - the right to form, join or assist a labor union and to take collective action with coworkers to advance our interests. It is a violation of the NLRA for an employer to interfere with, restrain, or coerce employees in the exercise of our rights. These violations of the NLRA are referred to as "Unfair Labor Practices" (ULPs). When Wells Fargo managers violate our rights, we file ULP charges with the National Labor Relations Board (NLRB) for it to investigate and impose sanctions and penalties if they find merit with our charges. We have already used this process to protect workers' rights. The law prohibits employers from discriminating or retaliating against pro-union workers and from surveilling, threatening, or interrogating them. Further, the bosses are not allowed to promise benefits to employees if they vote against or withdraw support for a union.

## Don't Be Fooled or Distracted by Management's Anti-Union Shenanigans

Wells Fargo is engaged in an aggressive anti-union campaign to maintain complete control over your working conditions. Their attempts to sow fear and doubt about your desire for a better life is a form of social control. They will tell you forming a union is bad or futile because executives want to retain complete power over the decisions that affect your lives, like compensation, staffing, retirement and medical benefits. Remember, everything they tell you is premeditated, nothing is spontaneous. And all of it is designed to maintain the current distribution of power.

Everyone knows that a company's top priority (and fiduciary responsibility) - Wells Fargo included - is to maximize profits, so if you think about it, if workers were worse off economically when they have a union, why wouldn't top executives be encouraging workers to unionize? It is just common sense, when workers have collective bargaining power, they are better off than when they are on their own.

Bottom line, every worker has the right to form a union and it's your decision to make. If you exercise your rights to form a union with your coworkers, no misinformation or intimidation campaign by managers can stop us.

*If you want more information about how to identify and overcome management's anti-union campaign, email us at [staff@betterbanks.org](mailto:staff@betterbanks.org)*



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

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