

Protect Yourself Against Unfair Labor Practices

Sometimes management just doesn't seem to understand that you have rights. You have the right to take part in NTEU activities. And you have the right to NTEU protection in the workplace.

But sometimes management tries to take away those rights.

Charges of unfair labor practices by management have been filed and won by NTEU chapters across the country. All of the following examples constitute violations. Have they happened in your workplace?

- A supervisor makes this statement to an employee or union official: "I don't need any union people counseling my employees. What's between me and my people is confidential and none of the union's business."
- A management official threatens an employee with discipline if she does not cease her union activities.
- The agency unilaterally changes its employee travel reimbursement practice.
- The agency fails to notify NTEU of a formal meeting where attendance is mandatory, the meeting is conducted by an agency official and a subject to be covered concerns a condition of employment, i.e., rules of conduct, production, and the like.
- A manager tells an employee: "You're just going to get yourself in trouble getting involved with the union."

None of the above should be happening. They are all prohibited by the Civil Service Reform Act. Help NTEU ensure that your rights, and the union's rights as your exclusive representative, are honored. If you are aware of any of the following, please notify a NTEU officer or steward immediately:

- A meeting is scheduled to discuss your group's working conditions or performance.
- You are being required to complete new forms, or new forms are being prepared about you and your performance.
- Management changes starting or quitting times.
- Work functions are transferred.
- New duties are added to a job.
- Your work location is changed.

Remember, management cannot interfere with, restrain, or coerce you in the exercise of any of your rights, including filing a grievance, complaint, affidavit or petition, or providing information to NTEU on any matter regarding conditions of employment. You should not be subjected to threats or intimidation, implied or actual, because of your NTEU membership or activity.

Please contact one of your NTEU officers or stewards immediately about anything mentioned here, or if you become the subject of management harassment. These rights are definitely yours and ours, and, if management needs to be reminded, we'll be glad to do so.

NTEU
The National Treasury Employees Union