

Employer Unfair Labor Practices

An employer commits an unfair labor practice (ULP) if a manager, supervisor, guard, or other agent threatens or intimidates strikers or interferes with picketing. Unlawful conduct includes:

- Filming workers engaged in orderly picketing, rallies, and other strike-related activities or writing down names
- Telling a striker that she will lose her job unless she returns to work
- Threatening to report strikers to the Department of Homeland Security
- Assaulting a striker, pushing a striker to the ground, or driving dangerously close to a picket line
- Brandishing a weapon in a threatening manner
- Threatening to harm a striker or a member of the striker's family
- Making a threatening gesture such as running a finger against a throat
- Parking heavy machinery or other equipment on sidewalks, streets, or public easements used by picketers
- Running a water sprinkler on picketers
- Asking police to arrest picketers for trespass without a reasonable concern that they are on the employer's property
- Threatening to permanently subcontract bargaining unit work or close the facility
- Falsely informing strikers that permanent replacements have been hired
- Pulling up union signs planted on public property
- Suggesting that strikers would be better off if they voted out the union
- Offering pay increases, promotions, or other benefits to induce a striker to return to work
- Refusing to bargain unless the union ends the strike¹

If a manager, supervisor, guard, scab or anyone working during the strike commits any of these acts, document the incident on the form on the back of this page and get it to your chief steward right away.

¹ From No Contract, No Peace! A Legal Guide to Contract Campaigns, Strikes and Lockouts. Robert M Schwartz.

