

# Protect Yourself Against Unfair Labor Practices

Sometimes management just doesn't seem to understand that you have rights. For example, 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.*

NTEU chapters across the country have filed charges of unfair labor practices against management—and won! *Here are some examples of management 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 policy.
- 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.”

*These actions are all prohibited by federal law.*

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 work shift start or end times.
- Work functions are transferred.
- New duties are added to a job.
- Your work location is changed.

## Protect Yourself. Join NTEU

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The National Treasury Employees Union

[www.nteu.org](http://www.nteu.org)