

KNOW THE TRUTH

THE RIGHT TO ORGANIZE

This is the law: Our right to bargain collectively.

Florida State Statute 447.301 Public employees' rights; organization and representation. --

- (1) Public employees shall have the right to form, join, and participate in, or to refrain from forming, joining, or participating in, any employee organization of their own choosing.
- (2) Public employees shall have the right to be represented by any employee organization of their own choosing and to negotiate collectively, through a certified bargaining agent, with their public employer in the determination of the terms and conditions of their employment. Public employees shall have the right to be represented in the determination of grievances on all terms and conditions of their employment. Public employees shall have the right to refrain from exercising the right to be represented.
- (3) Public employees shall have the right to engage in concerted activities not prohibited by law, for the purpose of collective bargaining or other mutual aid or protection. Public employees shall also have the right to refrain from engaging in such activities.

- It means that employees have the legal right to help organize, to join and to support a union of their own choosing. This includes such activities as signing a union card, getting others to sign cards, attending union meetings, wearing union buttons, passing out union literature or talking union to other employees.
- It means that employees have the legal right to deal with their employer as a group, rather than individually.
- It gives the employees the legal right to take such group action as they feel necessary in order to achieve their desired goals so long as these actions violate no other laws.
- You may discuss union activity with your co-workers during any non-work time. "Non-work time" includes: 1. Before work, 2. Lunch & breaks, 3. after hours.
- You may discuss union activity with your co-workers in both work and non-work areas, as long as it is during the non-work time.
- You may distribute union literature only in non-work areas. "Non-work areas" are areas not related to production, such as: 1. break rooms, 2. locker rooms, 3. coffee machine areas, 4. company parking lots.

Companies often interfere and get away with it during election campaigns. That's why it is important to work with an IBEW representative to make sure that the laws are enforced.



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. . . the *right* choice

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