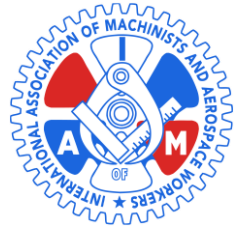


IAM District 751

Witness Statement



It is illegal for a supervisor, HR or any company representative to do any of the following:

“Interrogation” - The employer should never ask you how you plan to vote on the contract, how other people plan to vote, who attended a union meeting, who at the unit is supporting or opposed to a specific proposal, if you will vote to strike, or anything at all about internal union business.

Interrogation usually happens quite casual. Comments, even if they aren't questions, that are designed to solicit your response can be interrogation.

“Threats”- Watch out for any statement that suggests you will face some sort of detriment because of your participation in your Union (including going on strike).

“Promises”- These are the reverse of threats. The supervisor should never offer you beneficial treatment (such as promotions or higher wages) in exchange for not participating in union activities, supporting a contract, convincing others to vote for an offer, etc.

“New proposals”- The employer should not discuss proposals that it has not first presented at the bargaining table to your negotiation committee, and they cannot solicit your reaction to its proposals or “poll” employees on their preference concerning changes to existing conditions of employment.

If you are involved in any of these instances, document the facts. Write down who, when, where and what was said and give this card to your Business Representative or drop it off at the union Hall.

Strong documentation of these illegal events will build an unfair labor practice case which is important should we end up in a strike situation.

Document the Facts!

(When) On or about: _____

(Where) In or near: _____

(Who) Name of company representative: _____

(What) Document the discussion:

Witness by: _____

Date: _____