



# OUR FUTURE OUR FIGHT

## WHAT'S AN UNFAIR LABOR PRACTICE (ULP)?

An Unfair Labor Practice or ULP is when the Company violates federal labor law under the National Labor Relations Act.

- Common ULPs during Negotiations:**
- Threats, retaliation, intimidation
  - Direct dealing
  - Interrogations
  - Polling

## WHAT SHOULD YOU DO IF YOU SEE A ULP?

When a Manager asks or says:

Do you think the members would accept a specific proposal?

Has the membership thought of trading one benefit for another?

If IAM goes on strike, then the company will just move the work.

How does the membership feel about \_\_\_\_\_?

If the IAM votes to strike, the company will look at lay offs.

Or, if a Manager says, you can't talk about the contract while on work time.

**What To Do Now:**  
 Document EVERYTHING  
 Every Detail Counts  
 Name of person who made comment  
 Person's Position  
 Date of Incident  
 Time of Incident  
 Any Witnesses

**If this happens, contact your BR and the Union immediately at [ULP@IAM751.org](mailto:ULP@IAM751.org)**