

# CHEAT SHEET

## ACCESS CHEAT SHEET UNDER THE ALRA

ANY PAPER GIVEN TO YOU BY A UNION OR AN ALRB AGENT MUST BE IMMEDIATELY DELIVERED TO THE OFFICE!

### 👉 TIME WHEN ACCESS MAY OCCUR:

- One hour before work
- One hour after work
- During Lunch

DURING ACCESS TIMES, SUPERVISORS MUST MOVE TO A NEUTRAL AREA AWAY FROM WHERE ORGANIZERS ARE ADDRESSING WORKERS!

### 👉 NUMBER OF UNION ORGANIZERS PERMITTED:

- If the crew is 30 workers or fewer: 2 organizers
- If the crew is more than 30: 1 additional organizer for each increment of 15 workers.

### 👉 Example: A crew of 46 workers: 4 organizers

- Organizers must wear identification badges showing their name and their union.
- Organizers must identify themselves if a supervisor requests it.
- Organizers may not disrupt operations. SPEECH ALONE IS NOT A DISRUPTION.

### 👉 DOCUMENT ALL VIOLATIONS:

- DATE AND TIME
- ORGANIZER'S NAME
- NATURE OF VIOLATION

### 👉 REMEMBER... YOU CANNOT... (TIPSS)

Threaten • Interrogate • Promise • Spy • Solicit grievances

# BUILT FOR EMPLOYERS