

# Ask Questions. Be Informed.



## Home visits – Know your rights

IAM organizers are showing up - uninvited - at MFLCs' homes and trying to pressure them into supporting the union.

In some cases the IAM organizers are waiting for MFLCs to arrive home and approaching them as they are getting out of their car in the driveway.

The following is important information to know:

- Home visits are an attempt to pressure you into signing union cards/petitions.
- If IAM organizers come to your home uninvited, you have the right to ask them to leave you alone and you can treat them like any other trespasser.
- IAM organizers are not allowed to enter your home or your property without your permission.
- If union organizers will not leave your property after you have made it clear they are not welcome at your home or you feel threatened or harassed, they are trespassing, which is against the law.
- If you feel you have been unlawfully coerced or intimidated by union agents, you may contact your local National Labor Relations Board office.

You have the right to refuse to talk to a union organizer.

You have the right NOT to sign an IAM card or petition.

You have the legal right to be free of unlawful coercion by the union.

# Ask Questions. Be Informed.



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**Union organizers visited me at home. How did they get my address?**

A

We can't be certain how the union got your address. Magellan respects your personal information and privacy and has not given the union this information. A union may get your information from your co-workers who support the union. We suggest that you ask the union directly, and attempt to determine what other personal information the union has about you.

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**Why would union organizers visit me at home?**

A

The union wants to talk with you about signing a union authorization card and supporting unionization at Magellan. The organizers will likely pressure you to sign a union authorization card or petition because, if the union receives enough signed cards, they can request a representation election.

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**Do I have to talk with union representatives?**

A

No. You have no obligation to meet or talk with union organizers. You do not have to answer their texts or emails, answer their phone calls or let them into your home. The National Labor Relations Act (NLRA) protects your right to refrain from any union activity, to campaign against the union and to vote no in a secret ballot election.

Q

**What should I do if union organizers or pro-union MFLCs won't stop harassing me?**

A

You and your family members have the legal right to be free of pressure and harassment by any union organizer or agent. You also have the legal right to refuse to sign an authorization card or petition. You can tell union agents and organizers that you do not wish to discuss union business with them and to leave you alone. If you feel you have been unlawfully coerced or intimidated in the exercise of your legal rights, you may contact your local National Labor Relations Board office.

Find Your Regional Office: <https://www.nlrb.gov/about-nlrb/who-we-are/regional-offices>

Additional Website: <https://www.nlrb.gov/about-nlrb/what-we-do/investigate-charges>

Q

**If I signed a union card and changed my mind, can I get it back?**

A

Once signed and given to the organizer, the card becomes the union's property. Although it's unlikely you'll get it back from the union, you can try to get the card back by sending a letter by certified mail or fax to IAM Local Lodge 47. Explain to the union that you are revoking your signature on the card, and that you'd like your card back. Also, send a copy of the letter to your local National Labor Relations Board office.

