



PORTSMOUTH CITY WORKERS UNION

UNDERSTAND THE NEW LAW: WORKERS' RIGHTS EXPANDED!

On September 22, Portsmouth City Council voted up a historic new ordinance for collective bargaining that expands workers' rights NOW, even before we vote in a union. Here is how:

⚡ **Union rights expanded**

"Employees shall have the right to organize, form, join, assist, and pay dues or contributions to employee organizations, to bargain collectively through an exclusive bargaining representative of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid and protection."

⚡ **No retaliation!**

"The City will refrain from any intimidation, coercion, or harassment of employees in the exercise of their rights under this division."

⚡ **Employee activity on official work time**

"Employees shall have the right to hold informal conversations and interactions with one another to discuss workplace and employee organization issues while on duty, provided that such conversations do not interfere with the employee's job duties."

⚡ **Use of City communication & emails**

"Employees are not prohibited from, and shall not be penalized or retaliated against for, using City electronic mail, telephone, facsimile transmission, bulletin boards, or other communication systems owned by the City to discuss employee organization business or activities or employee organizing activities"

⚡ **Union meetings on work property during break**

"Employee organizations, whether or not certified as bargaining unit representatives, shall have the right to meet with bargaining unit employees on City premises to which access is not restricted for security reasons during times when employees are on breaks or off duty, including the right to conduct worksite meetings during meal periods and other breaks and outside of the employees' working hours."

Scan here to join the union!



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