

WATCH OUT FOR S.P.I.T.

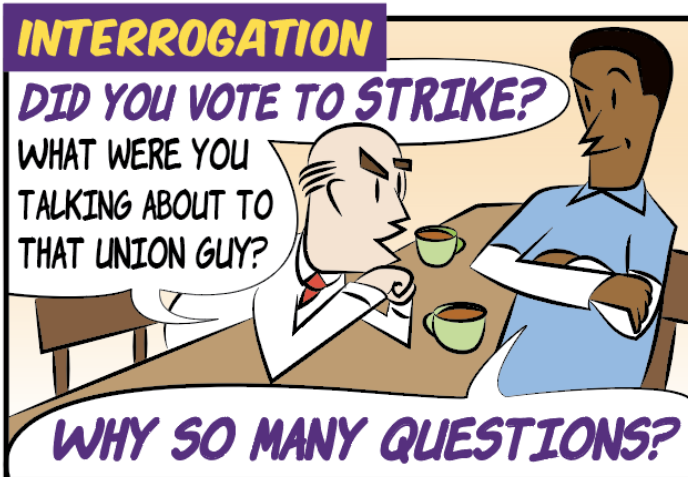
KNOW YOUR RIGHTS!



THOUSANDS OF SANTA CLARA COUNTY MEMBERS CONTINUE TO TAKE ACTION FOR A FAIR CONTRACT & ARE PREPARING TO STRIKE, THE COUNTY IS FEELING THE PRESSURE AND SUPERVISORS AND OTHER BOSSES MAY BEGIN **SPIT-ING AT YOU!**

WHAT'S THAT YOU SAY? **SPIT** STANDS FOR SURVEILLANCE, PROMISES, INTERROGATION, THREATS. THESE ARE WAYS THAT A BOSS MAY TRY TO DISCOURAGE YOU FROM PARTICIPATING IN UNION ACTIVITIES, INCLUDING STRIKING. **IT'S AGAINST THE LAW.**

HERE'S WHAT TO WATCH OUT FOR:



REMEMBER: BOSSES CAN'T **RETALIATE** AGAINST YOU FOR PARTICIPATING IN ANY UNION ACTIVITY.

IF THIS IS HAPPENING TO YOU, REPORT IT IMMEDIATELY TO YOUR STEWARD OR UNION ORGANIZER.

IT'S WRONG AND IT VIOLATES THE MEYERS-MILIAS-BROWN-ACT.

CONTACT: THE SEIU 521 MEMBER RESOURCE CENTER: 1-833-734-8521 IF YOU HAVE ANY CONCERNS