

# Enforcing Our Rights

Some employers try to prevent their employees from joining a union, by spending millions of dollars on a high-dollar union-busting consulting firm and sometimes by taking illegal actions.

AFA organizers, staff representatives and attorneys will enforce your legal rights every step of the way.

If necessary, AFA will file charges with the National Mediations Board (NMB). The NMB has the power - backed by federal courts - to order an employer to stop interfering with its employees' rights and to reverse any action taken against workers for their union activity.

You can help protect your legal rights by:

- Writing a report about any incidents in which a company official or supervisor asks, threatens, harasses, or punishes workers because of their union activity.
- In your note, please include what was said or done, who was involved, the date, time and location of the incident, and the names of any witnesses.
- Immediately report any such incidents to your Organizing Committee, AFA organizers or by writing to [info@cxafa.org](mailto:info@cxafa.org)

The Association of Flight Attendants- CWA (AFA)  
501 3rd Street, NW  
Washington, D.C. 20001



*Cathay Cabin Crew*  
*For a Strong Voice*

*The Association of Flight Attendants - CWA*



# United States Federal Law Protects Us

We Have the Right to Join a Union



*Cathay Pacific Cabin Crew based in the United States are joining together with the Association of Flight Attendants- CWA (AFA).*

# Our Legal Rights

“Section 2, Fourth” of the Railway Labor Act (RLA) says we have the right to join, organize or assist in organizing a union.

We have the legal right to:

- Sign an AFA authorization card in support of forming your cabin crew union.
- Ask other employees to support AFA by signing an authorization card.
- Wear our union AFA pins at work.
- Attend meetings to discuss forming your union.
- Distribute and post union literature.



# Our Protection from Employer Action

**Federal law prohibits managers or supervisors from interfering with our right to seek union representation.**

Managers cannot ask you about your support for a union.

If you are approached by management and they ask you about a union, tell them, “Your question is inappropriate and illegal. Whether I support the union is confidential and will be decided by a secret ballot.”

In addition, management may not:

- Discharge, lay off, discipline, harass, reassign or threaten employees because of their support for a union.
- Favor employees who oppose a union with special promotions, job assignments, bonuses, or unequal enforcement of company policies.
- Take away jobs, pay or any benefits or privileges that employees already had in order to discourage union activity.
- Promise special favors or benefits for opposing a union.

According to Section 2, Tenth of the RLA - “[Management] violators shall be subject to a fine of not less than \$1,000.00 or not more than \$20,000.00 or imprisonment for not more than six months or both fine and imprisonment for each offense.

*If you have questions or if you feel your rights have been infringed upon, please report the incident immediately to an AFA representative at [info@cxafa.org](mailto:info@cxafa.org).*

Read the text of the Railway Labor Act at <http://railwaylaboract.com/RLA.htm>.

