

LEGAL STUFF

Pros and Cons of Filing ULP Charges

Employers regularly violate the law during union organizing campaigns. Think strategically about whether the law will help or distract from your efforts to organize at your workplace. Here is some food for thought.



ULPs Can Help Shine the Light on Illegal Employer Anti-Union Activity

- There is value in having a government agency validate that your employer's conduct is illegal.
- Even just the investigation can help community or allies understand the seriousness of the employer's attack.
- Your employer could be forced to publicly rescind statements they have made or actions they have done.
- Public awareness and a National Labor Relations Board finding could help curb future employer illegal activity.

ULPs Alone Are Unlikely to Get You What You Need

- Unfair labor practice charges take time to be processed. Don't hinge your campaign on a quick victory.
- Remedies usually are light and unlikely to counteract the impact of employer anti-union behavior on the organizing campaign.
- ULPs can be hard to prove. There is lots of wiggle room for employers and they will use it.
- ULPs can become a distraction by focusing the campaign on the employer's actions instead of what we care about and are trying to accomplish.
- Filing a ULP can delay an election. Understand the rules and the impact on your campaign before you file.