

Frequently Asked Questions
UNION AND EMPLOYEE ORGANIZING ACTIVITIES
ON AND OFF CAMPUS



Q. Are unions allowed to set up tables in the building where I work?

A. The university has allowed union organizers to set up tables to distribute information in public areas of University buildings. They are not allowed to set up tables in non-public or working areas, or if the foot traffic would be impeded by the presence of a table and individuals gathering in the area.

Q. A union organizer asked if she could come by my office to talk about a few things. I said she could. My supervisor saw her there with her union pamphlets and asked her to leave. Don't I get to decide whether it is OK for a union organizer to stop by my work area?

A. No. The supervisor acted appropriately. The university restricts union organizers who are not university employees from being in non-public work areas.

Q. I asked my supervisor for her views of the union and she said she wasn't willing to discuss this with me. Why was that her response?

A. The university has given guidance to supervisors that they should not make statements that could be interpreted as trying to influence any employee to support or not support union representation.

Q. My supervisor said I wouldn't be allowed to wear a pro-union button and that I'd be fired if I vote for a union. Do I have any recourse?

A. Yes. Supervisors and management may not prevent employees from wearing union buttons, nor may they urge or recommend that employees oppose unionization. Threats of discipline toward any employee based on a supervisor's anti-union position are not permitted and should be reported to Labor Relations.

Q. One of my co-workers wears a pro-union button every day, and the rest of us don't want to see that during the workday. Can our supervisor make him stop?

A. No. Every employee has the right to wear buttons in the workplace that express his or her views on unionization.

Q. My co-worker insists on handing me information about unionizing while I'm working and doesn't take my hints that I need to get my work done. Does she have the right to do this?

A. No. Distribution of union materials is not allowed in work areas, while the distributor is supposed to be working or while you are working. Ask your supervisor to address this.

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Q. A co-worker has pro-union pamphlets strewn across his desk. Is that OK?

A. As was said above, unions cannot distribute information in the workplace while you are working. If you cannot interact with that co-worker without confronting these materials, let your supervisor know.

Q. I received work-related email from a UAF employee, and it had a pro-union tag on the bottom of his university email account message. Is this OK?

A. Some university employees place personalized “tags”—usually pictures or quotes—on the bottom of their emails, and the University allows this personal statement. The university will continue to allow employees to personalize their emails as long as the words and images neither constitute distributing union materials during the work day nor confuse the email’s recipient regarding the University’s mission.

Q. Union organizers have stopped by my home to discuss union issues. How do the unions know where I live?

A. The University of Alaska provided a copy of the roster created for the Alaska Labor Relations Agency (ALRA) to Alaska State Employees Association (ASEA). In addition to this roster, mailing addresses are also available on the internet.

More information can be found at: www.alaska.edu/labor