

WATCH OUT FOR S.P.I.T.

KNOW YOUR RIGHTS!

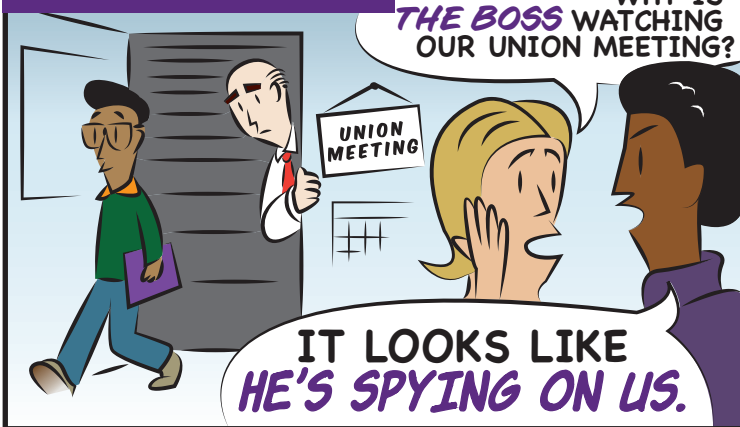
When SEIU Local 1000 members take action by participating in union activities, supervisors and other bosses may begin **SPIT-ING AT YOU!**



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. IT'S AGAINST THE LAW.

HERE'S WHAT TO WATCH OUT FOR:

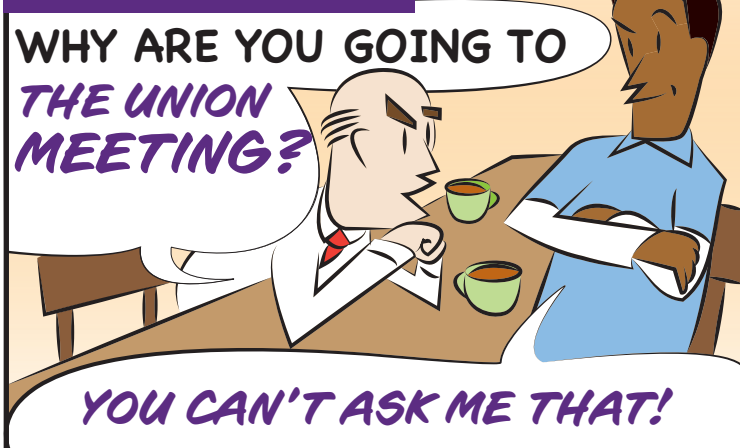
SURVEILLANCE



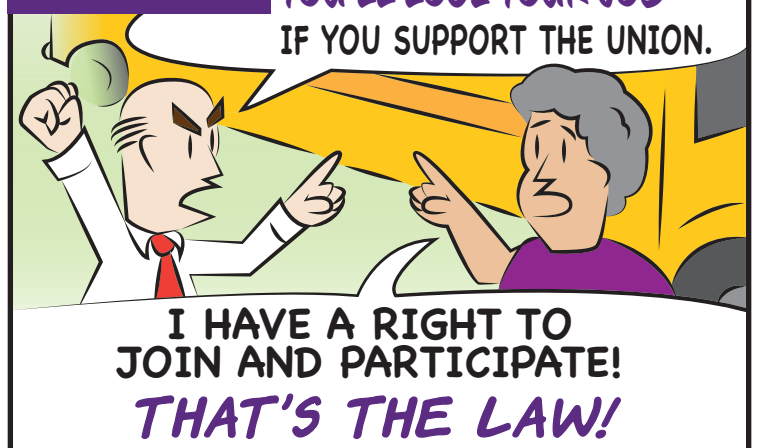
PROMISES



INTERROGATION



THREATS



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

IF THIS IS HAPPENING TO YOU, REPORT IT IMMEDIATELY TO YOUR JOB STEWARD.

IT'S WRONG AND IT VIOLATES OUR RIGHTS IN CALIFORNIA.

CALL SEIU LOCAL 1000'S MEMBER RESOURCE CENTER AT 866-471-7348 OR VISIT SEIU1000.ORG