

Our Rights Under the Law

All Costco workers in the United States are covered by the National Labor Relations Act (NLRA). To protect workers from illegal tactics that employers like Costco sometimes use to stop us from organizing, the NLRA lays out Costco workers' rights:

- The right to join or help organize a union without being harassed or punished by Costco.
- The right to have meetings at lunchtime or break time in non-work areas on Costco property without being harassed or punished by management.
- The right to talk about the union, distribute union materials, or ask our co-workers to join the union on non-work time (including lunch and breaks) in non-work areas (break rooms, locker rooms, etc.)
- The right to go to union meetings and wear buttons without interference from Costco management.
- The right to hold demonstrations and rallies about our union or about bettering our workplace.

When we support forming a union or engage in any of these activities, federal law protects us from harassment and intimidation by Costco.

- Fire, discipline, lay off, or cut our hours for being pro-union.
- Spy, or pretend to spy, on our union activities.
- Threaten or question us about the union.
- Deny us the right to participate in forming a union.
- Pressure us not to join a union.
- Start a petition against your union or encourage its circulation if started by employees.



ORGANIZING IS OUR RIGHT.
LET'S RAISE STANDARDS AT COSTCO BY BECOMING TEAMSTERS.