In the case study of World Tea & Coffee Inc. and The United Food and Commercials Workers Union AFL-CIO (Union) their members were distributing information to non-union employees without employer’s consent. According to the National Labor Relations Board (NLRB), employers are not allowed to prevent someone from distributing union literature during non-work time, in non- work areas, such as parking lots or break rooms, except in unusual conditions. World Tea & Coffee Inc. made may attempts to talk to the union and tell them not to solicit because they do not have permission to do that and they are disturbing the employees and their place of business. Although employer can’t stop the employees from listening to union and deciding on their own in this case seams like employer is making the decision for the employees. In the case of Lechmere, Inc. v. NLRB, 112 S.Ct. 841 (1992), According to "Kauff McGuire & Margolis LLP." (2017), " On January 27, 1992, the U.S. Supreme Court ruled that an employer may bar non-employee union organizers from distributing leaflets on private property. There are many other ways to communicate information to employees and the best way to do it is get permission from the employer. Anytime you enter a commercial or resident areas where you want to solicit you must have their permission to do so otherwise an employer and a resident always has the right to file a case against the solicitor.

Reference

<https://supreme.justia.com/cases/federal/us/502/527/case.html>