

# EMPLOYEE RIGHTS

## UNDER THE NATIONAL LABOR RELATIONS ACT

The NLRA guarantees the right of employees to organize and bargain collectively with their employers, and to engage in other protected concerted activity. Employees covered by the NLRA are protected from certain types of employer and union misconduct. This Notice gives you general information about your rights, and about the obligations of employers and unions under the NLRA. Contact the National Labor Relations Board, the Federal agency that investigates and resolves complaints under the NLRA, using the contact information supplied below, if you have any questions about specific rights that may apply in your particular workplace.

Under the NLRA, you have the right to:

- x Organize a union to negotiate with your employer concerning your wages, hours, and other terms and conditions of employment.
- x Form, join or assist a union.
- x Bargain collectively through representatives of employees' own choosing for a contract with your employer setting your wages, benefits, hours, and other working conditions.
- x Discuss your terms and conditions of employment or union organizing with your co-workers or a union.
- x Take action with one or more co-workers to improve your working conditions by, among other means, raising work-related complaints directly with your employer or with a government agency, and seeking help from a union.
- x Strike and picket, depending on the purpose or means of the strike or the picketing.
- x Choose not to do any of these activities, including joining or remaining a member of a union.

Under the NLRA, it is illegal for your employer to:

- x Prohibit you from soliciting for a union during non-work time, such as before or after work or during break time in a manner that discourages you from engaging in this activity.
- x Fire, demote, or transfer you, or reduce your hours or change your shift, or