

EMPLOYEE RIGHTS

UNDER THE NATIONAL LABOR RELATIONS ACT

The NLRA guarantees the right to organize and bargain collectively through representatives of their own choosing. This right is protected by the NLRA. The National Labor Relations Board, the Federal agency that enforces the NLRA, is responsible for enforcing these rights in the workplace.

Under the NLRA, you have the right to:

- Organize and join a union.
- Join a union that is already organized.
- Bargain collectively with your employer for better wages, benefits, and working conditions.
- Dispute the way your employer handles a grievance.
- Take active and constructive part in decisions that affect your health and safety.
- Strike and picket to help bring about improvements in the workplace.
- Choose your own representatives to negotiate with your employer.

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

- Interfere with, restrain, or coerce employees in the exercise of their rights.
- Discriminate against employees for engaging in protected activities.
- Retaliate against employees for exercising their rights.
- Refuse to bargain in good faith with the union that represents you.
- Discriminate against employees for filing charges or testifying under the Act.
- Interfere with, restrain, or coerce employees in the exercise of their rights.
- Discriminate against employees for exercising their rights.
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Under the NLRA, it is illegal for a union or for the union that represents you in bargaining with your employer to:

- Violate the duty of fair representation.
- Engage in unfair labor practices.
- Discriminate against employees for exercising their rights.
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- Engage in unfair labor practices.
- Discriminate against employees for exercising their rights.

If you are a union member, you have the right to join a union and bargain collectively with your employer. If you are not a union member, you have the right to join a union and bargain collectively with your employer.

Illegal conduct will not be permitted. If your rights are violated, you can file a charge with the NLRB. The NLRB will investigate and if necessary, will order the employer to take corrective action. For more information, visit www.nlr.gov.

The NLRB is the Federal agency that enforces the NLRA. The NLRB is located in Washington, D.C. and has regional offices in all 50 states, the District of Columbia, and Puerto Rico.

Call the NLRB's toll-free number at 1-866-667-NLRB (6572) or TTY at 1-866-315-NLRB (6572) for help. You can also contact the NLRB by email at help@nlrb.gov.

***The National Labor Relations Act covers most private-sector employers.** The NLRA covers most private-sector employers, but it does not cover government employees, independent contractors, and agricultural and stock raising operations.

