



Employee Rights

Under the National Labor Relations Act

The National Labor Relations Act (NLRA) guarantees the right of employees to organize and bargain collectively with their employer, and to engage in other protected concerted activities in defense of their job. 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 obligation of employer and union under the NLRA. Contact the National Labor Relations Board (NLRB), the Federal agency that enforces and enforces complaints under the NLRA, for the contact information provided below, if you have a question about specific rights that may apply in your workplace.

Under the NLRA, you have the right to:

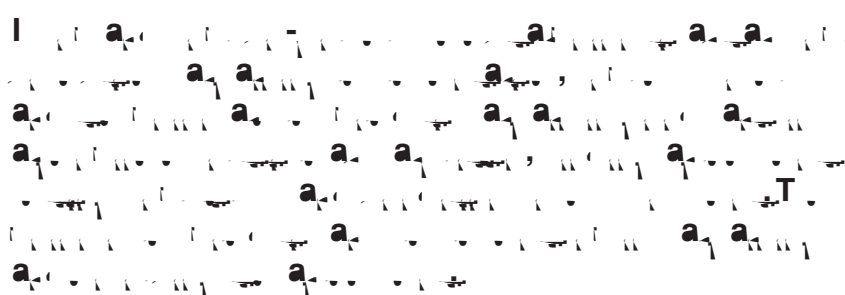
- Organize a union or negotiate with your employer concerning wages, hours, and other terms and conditions of employment.
- Form, join or aid a union.
- Bargain collectively through representatives of employees for a contract with your employer concerning wages, benefits, hours, and other working conditions.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

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

- Prohibit or interfere with you soliciting for a union during non-work time, such as before or after work or during break time; or from distributing union literature during non-work time, in non-work areas, such as parking lots or break rooms.
- Question you about your union participation in a manner that discourages you from engaging in such activities.
- Fire, demote, or otherwise retaliate against you for change of heart, or otherwise take adverse action against you, or threaten to take any of these actions, because you join or support a union, or because you engage in concerted activities for mutual aid and protection, or because you choose not to engage in any such activities.
- Threaten to close your workplace if you choose to join a union or represent them.
- Promise you a promotion, pay raise, or other benefit in exchange for encouraging union participation.
- Prohibit or interfere with you talking, bargaining, or picketing in your workplace except under special circumstances.
- Sponsor or interfere with peaceful union activities and gatherings or picketing.

Under the NLRA, it is illegal for a union or for the union that represents you in bargaining with your employer to:

- Threaten or coerce you in order to gain your support for the union.
- Refuse to process a grievance because you have a certified non-official or because you are not a member of the union.
- Use or maintain discriminatory standards or procedures in making job referrals from a hiring hall.
- Cause you to lose your job or other employment or discriminate against you because of your non-union-related activities.
- Take adverse action against you because you have not joined or do not support the union.



Illegal actions. If you believe your rights under the NLRA have been violated, you should contact the NLRB promptly to protect your rights, generally within 6 months of the violation. You may inquire about possible violations with your employer or another employee being informed of the inquiry. Charges may be filed by any person and need not be filed by the employee directly affected by the violation. The NLRB may order an employer to hire a worker fired in violation of the law and to pay lost wages and benefits, and may order an employer to cease violating the law. Employees should seek assistance from the nearest regional NLRB office, which can be found on the Agency's Web site: <http://www.nlr.gov>

You can also contact the NLRB by calling toll-free: **1-866-667-NLRB (6572)** or (TTY) **1-866-315-NLRB (1-866-315-6572)** for hearing impaired.

If you do not speak English well, you may obtain a translation of this notice from the NLRB's Web site or by calling the toll-free number listed above.

*The National Labor Relations Act covers most private-sector employees. Excluded from coverage under the NLRA are public-sector employees, agricultural and domestic workers, independent contractors, seafarers, railroad employees, and certain maritime employees. (Although seafarers have been discriminated against for enforcing or violating the NLRA may be covered).