

KNOW YOUR RIGHTS!

The National Labor Relations Act (NLRA)



The National Labor Relations Act extends rights to many private-sector employees including the right to organize and bargain with their employer collectively. Employees covered by the Act are protected from certain types of employer and union misconduct and have the right to attempt to form a union where none currently exists.

Examples of Your Rights As An Employee Under the NLRA Are:

- **Forming, or attempting to form, a union** among the employees of your employer.
- **Joining a union** whether the union is recognized by your employer or not.
- **Assisting a union** in organizing you fellow employees.
- **Engaging in protected concerted activities.**
Generally, “protected concerted activity” is group activity which seeks to modify wages or working conditions. (Workers talking to workers)

Examples of Employers Conduct Which Violate the NLRA Are:

- **Threatening employees with loss of jobs or benefits** if they join or vote for a union or engage in protected concerted activity.
- **Threatening to close the plant** if employees select a union to represent them.
- **Questioning employees about their union sympathies** or activities in circumstances that tend to interfere with, restrain or coerce employees in the exercise of their rights under the Act.
- **Promising benefits** to employees to discourage their union support.
- **Transferring, laying off, terminating, assigning employees** more difficult work tasks, or otherwise punishing employees because they engaged in union or protected concerted activity.
- **Transferring, laying off, terminating, assigning employees** more difficult work tasks, or otherwise punishing employees because they filed unfair labor practice charges or participated in an investigation conducted by NLRB.

The NLRA forbids employers from interfering with, restraining, or coercing employees in the exercise of rights relating to organizing, forming, joining or assisting a labor organization for collective bargaining purposes, or engaging in protected concerted activities, or refraining from any such activity. Similarly, labor organizations may not restrain or coerce employees in the exercise of these rights.

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We Protect Your Rights!