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:

- Organize a union to negotiate with your employer concerning your wages, hours, and other terms and conditions of employment.
- Form, join or assist a union. Bargain collectively through representatives of employees’ own choosing for a contact with your employer setting your wages, benefits, hours, and other working conditions.
- Discuss your 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 your working conditions by, among other means, reporting workplace-related complaints directly with your employer or with a government agency, and seeking help from a union.
- Strike and picket, depending on the purpose or means of the strike or the picketing.
- Choose not to do any of those activities, including joining or remaining a member of a union.

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

- Threaten you that you will lose your job unless you support the union.
- Refuse to process a grievance because you have criticized union officials 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 or attempt to cause an employer to discriminate against you because of your union-related activity.
- Take other adverse action against you based on whether you have joined or support the union.

If you and your coworkers select a union to act as your collective bargaining representative, your employer and the union are required to bargain in good faith in a genuine effort to reach a written, binding agreement setting your terms and conditions of employment. The union is required to fairly represent you in bargaining and enforcing the agreement.

You can also contact the NLRA by calling toll-free: 1-844-760-NLRA (6572). Language assistance is available. Hearing impaired callers who wish to speak to an NLRA representative should send an email to eagle.serving@nlrb.gov. An NLRA representative will email the requester with instructions on how to schedule a relay service call.

You can verify this code at JJKeller.com/LLPverify

**TWO ways to verify poster compliance!**

QR CODE
ONLINE
Scan with phone camera:
OR
Go to: JJKeller.com/LLPverify
Enter this code: 62734

This poster is in compliance with federal posting requirements. If you have any questions about specific rights that may apply in your particular workplace.

To update your labor law poster contact J. J. Keller & Associates, Inc.
800-327-6868
JJKeller.com/Laborlaw

The poster is to be placed in a location that is visible to all employees. Do not cover or remove this poster. This notice should be read to all employees.

*The National Labor Relations Act covers private-sector employees. Excluded from coverage under the NLRA are public-sector employees, agricultural and domestic workers, independent contractors, workers employed by a parent or spouse, employers of six or less employees, employees covered by the Railway Labor Act, and supervisors (although supervisors that have been determined against for refusing to violate the NLRA may be covered).*