

EMPLOYEE RIGHTS DURING A UNION ORGANIZING CAMPAIGN

Under the National Labor Relations Act, employees, *not their employer*, have the right to decide whether or not they want a union to represent them. In response to union organizing, an employer can't:



Fire, demote, or transfer employees for expressing pro-union views or reward employees for expressing anti-union views.



Reduce pay, hours, or benefits.



Make work more difficult or less desirable—like changing work schedules, denying overtime, or separating employees.



Impose new paperwork requirements to maintain employment.



Tell employees that it's pointless to choose a union.



Contact law enforcement, including ICE.

An employer also can't hire third parties to do or say the things that it is prohibited from doing and saying. Third parties hired by employers also can't misrepresent themselves as government agents or agents of the NLRB.



If an employer is interfering with your right to form, join, or assist a union, you can file an unfair labor practice charge with the NLRB. We have interpreters available.

Find your local NLRB office: bit.ly/NLRBOffices

Call us: 1-844-762-6572

Email us: publicinfo@nrlb.gov

File a charge: bit.ly/FileACharge

More information at nrlb.gov