



# Your Federally Protected Rights

## Section 7 of the NLRA (National Labor Relations Act)

“Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representation of their own choosing and to engage in other concerted activities for the purpose of collective bargaining...”

### This means you have the right to:

- Go to meetings about a union or workplace issues
- Read or handout union flyers in non-work areas during breaks or lunch time
- Wear union buttons, stickers, or other items
- Sign a union authorization card
- Sign a petition about problems at work
- Ask other employees to support the union or do other things on this list
- Act together for the purposes of collective bargaining or other mutual aid or protection
- Talk with co-workers about wages and working conditions
- Basically, if it's something that you can do if it was not about the union, you can do it for the union. For example, if you are in a place and time of day when you can talk to coworkers about the football game or weekend plans, you can talk about the union; if you can wear a button with your child's picture or an award, you can wear a button.

# Unfair Labor Practices (ULPs)

Section 8 of the National Labor Relations Act defines employer unfair labor practices (ULPs) and makes the following activities illegal:

- Employer interference, restraint, or coercion directed against union or collective activity (Section 8(a)(1)).
- Employer discrimination against employees who take part in union or collective activities (Section 8(a)(3)).
- Employer retaliation for filing unfair-labor-practice charges or cooperating with the NLRN (Section 8(a)(4)).
- Employer refusal to bargain in good faith with union representatives (Section 8(a)(5)).

Threats, warnings, and orders to refrain from protected activities are forms of interference and coercion that violate Section 8(a)(1). Disciplinary actions, such as suspensions, discharges, and transfers and demotions violate Section 8(a)(3). Failures to supply information, unilateral changes, refusal to hold grievance meetings, and direct dealings violate Section 8(a)(5).



# How to Respond to Management

Below is the best practice for responding to a manager if they ask you about your involvement in any union activity.

Management may approach you in various ways. For example, they may ask:

“Are you trying to form a union?”

“Do you support a union?”

“Are you talking to union representatives?”

“We’ve heard your co-workers may be trying to form a union, what do you think about this?”

The best and safest ways to respond to questions like these is by replying:

“I feel uncomfortable answering this.”

or

“I want to let you know you are violating my section 7 rights under the National Labor Relations Act. I don’t feel comfortable answering this.”