



Pennsylvania Conference of Teamsters

Strength in Numbers 95,000

LEGISLATIVE ACTION ALERT

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NLRB

National Labor Relations Board Launches “Know Your Rights” Card Series

March 28, 2023

Today, National Labor Relations Board General Counsel Jennifer Abruzzo launched a “Know Your Rights” card series to educate workers on their rights under the National Labor Relations Act. The series is commencing with two new “Know Your Rights” tri-fold cards, which the Agency is making available in English and Spanish. One [card](#) provides information on protections for immigrant workers, while the other [card](#) talks about *Weingarten* rights. The cards are designed to be printed, folded, and used by workers in the workplace. Additional cards in the series will be rolled out this year.

“This card series is one of many steps we’re taking to ensure that all workers know their workplace rights and understand that there is a federal agency, the NLRB, that they may seek help from if they feel that their rights have been violated,” said General Counsel Jennifer Abruzzo. “The cards will advance the NLRB’s efforts to remove barriers for workers in underserved communities through education, outreach, and processes so that all workers can safely access the NLRB.”

Workers, labor organizations, employers, and others in the general public should feel free to call the NLRB’s Regional Offices (1-844-762-NLRB) to ask questions and receive assistance in filing an unfair labor practice charge in English and other languages. They may also make a request that an NLRB representative participate in an educational event through the NLRB’s Regional Offices or on the [NLRB’s website](#). The NLRB also has many additional [resources](#) on [workers’ rights](#) and [union/employer obligations](#) on its website.

Affiliates: Find useful flyers concerning workers’ rights attached on this report



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

Basic Steps to Forming a Union

Under the National Labor Relations Act, workers have the right to form unions several ways—but voluntary recognition and NLRB union elections are the most common paths.

Basic Steps to Forming a Union Through Voluntary Recognition



1

Contact a union organizer or start your own union.

2

Have a majority of your coworkers sign union authorization cards.

3

Ask your employer for voluntary recognition.

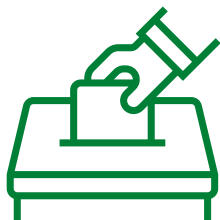
4

If your employer recognizes the union, you can begin bargaining.

5

If your employer refuses to recognize the union, you can file a petition for an election with the NLRB or you may be able to strike for recognition.

Basic Steps to Forming a Union Through an NLRB Election



1

Contact a union organizer or start your own union.

2

Have at least 30% of coworkers sign union authorization cards.

3

File a petition for a union election with the NLRB.

4

If the union wins 50% + 1 of votes cast, your employer must bargain in good faith over working conditions.



Contact your closest NLRB Regional Office for more info: [go.usa.gov/xt3MU](https://www.dol.gov/office/olb)

Your rights under the National Labor Relations Act



THE NATIONAL LABOR RELATIONS BOARD

Employees have the right to join together to improve their working conditions—with or without a union.



Group activity is protected

- Talking with one another about job-related issues like pay, hours, safety, or unfair treatment
- Complaining about work-related matters to a supervisor, government agency, the press, or any other person



Activity by an individual can be protected

- Speaking up for other employees
- Trying to convince other employees to join together to improve the workplace
- Filing a charge with the NLRB



Union activity is protected

- Expressing support for a union at the workplace
- Helping a union organize coworkers
- Refusing to support a union

If you exercise your rights under the NLRA, your employer cannot

- Fire or demote you
- Reduce your pay, hours, or benefits
- Make your job more difficult or unpleasant
- Threaten you
- Question you about your concerted or union actions
- Spy on any of your concerted or union actions

If you think you have been discriminated against for exercising your NLRA rights, or want more information, contact us. Your call is free and confidential.

National office number
1-844-762-6572

Find your local office
bit.ly/nlrboffices

Fila a charge
bit.ly/FileACharge



[nlrb.gov](https://nlr.gov)



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publicinfo@nlrb.gov



Who is covered by the National Labor Relations Act?

Most private-sector employees are protected, including:

- "blue-collar workers" such as people who work in factories, construction, and maintenance.
- "white-collar workers" such as journalists, nonprofit workers, and tech workers.
- People who work in restaurants, hotels, health care, and retail.

Workers are protected whether or not they have immigration papers allowing them to work in the U.S.

Scan to download our mobile app



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publicinfo@nlrb.gov

KNOW YOUR WORKPLACE RIGHTS:

Immigrant Workers

You are protected under the National Labor Relations Act regardless of your immigration status.



You have the right to talk about your pay and unfair treatment in your workplace, vote in a union election, join a union, or strike.

The NLRB will not ask about your immigration status and will not share your info with DHS or ICE, unless you ask us to as part of a request for relief.



If you tell us there is a need for protection at a worksite, we may be able to provide documentation to assist workers in applying for deferred action or other relief.

The National Labor Relations Board is an independent federal agency that protects the rights of private sector employees to join together, with or without a union, to improve their wages and working conditions.



 nlrb.gov



1-844-762-6572



publicinfo@nlrb.gov

KNOW YOUR WORKPLACE RIGHTS:

Weingarten Rights

Union-represented employees have a right to request a representative and have them present during an interview that the employee reasonably believes could lead to discipline.



Representatives are entitled to provide advice and active assistance to employees during these investigatory interviews.

Employers violate the law if they threaten or retaliate against an employee because they made a request for a union representative, or if it proceeds with the interview despite the request.



Unrepresented employees don't have a right to have a representative in these interviews under current law, but the NLRB may reinstate that right in a future case.

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