

# 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](https://bit.ly/nlrboffices)**

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## 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.

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