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.
- Impose new paperwork requirements to maintain employment.
- Contact law enforcement, including ICE.
- Reduce pay, hours, or benefits.
- Make work more difficult or less desirable—like changing work schedules, denying overtime, or separating employees.
- Tell employees that it's pointless to choose a union.

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 interpretors available.

Find your local NLRB office: go.usa.gov/xt3MU

Call us: 1-844-762-6572
Email us: publicinfo@nlrb.gov
More information at nlrb.gov