ENFORCEMENT

If you have the right to work, don't let anyone take it away!

You have the legal right to work in the United States on the basis of your race, color, religion, sex, age, national origin, disability, or a genetic characteristic. Employers must not discriminate against you because you have a disability, have been laid off recently, or have a strong preference for someone with a disability.

Under the NLRA, you have the right to:

• Organize a union to negotiate with your employer concerning your wages, hours, and other terms and conditions of employment.
  • Form, join, or assist a union.
  • Participate in collective bargaining with your employer or other representatives of employees’ own choosing, in writing or orally, or with any other person or group that is designated or selected by the employees for that purpose.
  • Complain about grievances with your employer and participate in the grievance procedure.
  • To engage in any other activities or concerted activities, subject to certain limitations, for the purpose of improving your work conditions.
  • To assist or support other employees engaged in the performance of the contract.

Under the NLRA, it is illegal for a union or for the union that represents you in bargaining with your employer to:

• Threaten you that you will lose your job unless you support the union.
• Refuse to process a grievance because you have complained about unfair treatment.
• Use or maintain discriminatory standards or procedures in making job referrals from a hiring hall.
• Cause or attempt to cause an employer to discriminate against you because of your union related activities.
• Take other adverse action against you because you have joined or supported the union.

Under the NLRA, it is illegal for your employer to:

• Prohibit you from soliciting for a union during non-work time, such as after work or during break times; or from distributing union literature during non-work time, in non-work areas such as parking lots or break rooms.
• Question you about your union activities in a manner that discourages you from engaging in that activity.
• Fire, demote, or transfer you, or reduce your hours or change your shift, or otherwise take adverse action against you, or threaten to take any of these actions, because you are a union supporter, or because you engage in concerted activity for mutual aid and protection, or because you choose not to engage in any such activity.
• Threaten to close your workplace if workers choose a union to represent them.
• Promote or grant promotions, pay increases, or other benefits to discourage union support.
• Prohibit you from wearing union hats, buttons, 13, and other items, and join in the workplace except under special circumstances.

Under the NLRA, it is illegal for an employer or other person to:

• Engage in any other activities or concerted activities, subject to certain limitations, for the purpose of improving the work conditions.
• To assist or support other employees engaged in the performance of the contract.

Under the EEOC’s laws, an employer may not discriminate against you,。”