EMPLOYEE RIGHTS UNDER THE NATIONAL LABOR RELATIONS ACT

The NLRA guarantees the right of employees to organize and bargain collectively with their employers, and to engage in other protected concerted activity. Employees covered by the NLRA are protected from certain types of employer and union misconduct.

This Notice gives you general information about your rights, and about the obligations of employers and unions under the NLRA.

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.
- Bargain collectively through representatives of employees’ own choosing for a contract with your employer setting your wages, benefits, hours, and other working conditions.
- Discourage your terms and conditions of employment or union organizing with your co-workers or a union.
- Take action with or without co-workers to improve your working conditions, such as among other means, passing a vote or a policy to direct your employer to improve a working condition.
- Strike and picket, depending on the purpose or means of the strike or the picketing.
- Choose not to do any of these activities, including joining or remaining a member of a union.

Under the NLRA, it is illegal for your employer to:
- Prohibit you from soliciting for a union during non-work time, such as before or after work or during break times, or from distributing literature, thereby during non-work time, in non-work areas, such as parking lots or break rooms.
- Question you about your union support or activities in a manner that discourages you from engaging in that activity.
- Fire, demote, or transfer you, or reduce your hours or change your workplace, by threat or otherwise, or take any action against you, if you file a complaint with the National Labor Relations Board.
- Threaten your job or wages if you successfully unionize.
- Threaten your job or wages if you support the union.
- Threaten to process a grievance because you have criticized the union or are a member of the union. If you are protected from discrimination under the National Labor Relations Act, you cannot be disciplined or fired for any reason that will prevent you from representing the union.
- Threaten to close your workplace if workers choose a union to represent them.
- Promise or grant promotions, pay raises, or other benefits to discourage or encourage union support.
- Prohibit you from avoiding unionization, buttons, t-shirts, pins or signs in the workplace except under special circumstances.
- Spy on or videotape peaceful union activity and meetings, or pretend to do so.

Illegal contract will not be permitted. If you believe your rights or the rights of others have been violated, you should contact the NLRB promptly to protect your rights, generally within six months of the unlawful activity. You may appeal possible violations, without your employer or anyone else being informed of the inquiry. Charges may be filed by any person and need not be filed by the employee directly affected by the violation. The NLRB may order an employer to submit a worker fired in violation of the law to be reinstated to his or her job and pay for wages and benefits, and may order an employer or union to cease violating the law. Employees should seek assistance from the nearest regional NLRB office, which can be located at: www.nlrb.gov.

You can also contact the NLRB by calling toll-free: 1-844-767-NLBR (6527); Hearing impaired callers who wish to speak to an NLRB representative should contact the Federal Relay Service by visiting its website at: https://www.frServe.gov/Relay, calling one of its toll-free numbers, and asking its Communications Assistant to call the NLRB toll-free number at 1-844-767-NLBR (6527).

The National Labor Relations Act covers most private-sector employers. Excluded from coverage under the NLRA are public-sector employees (including state, local, and some federal employees), agricultural and domestic workers, independent contractors, workers employed by a parent or spouse, employees of an armed forces covered by the Wage and Hour Act, and supervisors (although supervisors who have been discriminatorily against for refusing to violate the NLRA may be covered).

This is an official Government Notice and must not be defaced by anyone.

U.S. Department of Labor

FEDERAL MINIMUM WAGE FOR CONTRACTORS

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$15.00 PER HOUR

20-21

PUBLIC CONTRACTS ACT (PCA)

PAY TRANSPARENCY

PAY TRANSPARENCY

ADOPTION OF MINIMUM WAGE

WALSH-HEALEY PUBLIC CONTRACTS ACT

EMPLOYEE RIGHTS ON GOVERNMENT CONTRACTS

THIS ESTABLISHMENT IS PERFORMING GOVERNMENT CONTRACT WORK SUBJECT TO: (CHECK ONE)

SERVICE CONTRACT ACT (SCA)

PUBLIC CONTRACTS ACT (PCA)

$15.00 PER HOUR

20-21

E-VERIFY

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