

UNITED STEELWORKERS



# YOUR RIGHTS

UNDER THE NATIONAL LABOR RELATIONS ACT

The United States Government through the National Labor Relations Act, gives you the right to:

- Help form or **JOIN A UNION**
- **BARGAIN** over wages, benefits and working conditions with your employer
- **TALK ABOUT THE UNION** at work as you would talk about any other subject
- **DISTRIBUTE UNION LITERATURE** in non-work areas, on non-work time [breaks]
- **WEAR UNION BUTTONS** and insignia at work

It is illegal for your employer to:

- **THREATEN** or coerce you in any way
- **RETALIATE** against you in any way for union activities
- **CLOSE THE FACILITY** or threaten, directly or indirectly, to close the facility simply because a union is organized
- **LAY OFF EMPLOYEES** or threaten, directly or indirectly, to lay off employees simply because a union is organized
- **THREATEN**, directly or indirectly, that you will lose wages, benefits, or working conditions by choosing a union
- **PROMISE** increases in pay or benefits during a campaign if employees vote against the union
- **SPY** on your union activities
- **ASK YOU** about your union activities or attitudes.

