

# IT'S THE LAW

## PROTECTED UNION ACTIVITY

### THE NATIONAL LABOR RELATIONS BOARD STATES:

**You have the right to act with co-workers to address work-related issues in many ways.**

**Examples include: talking with one or more co-workers about your wages and benefits or other working conditions, circulating a petition asking for better hours, participating in a concerted refusal to work in unsafe conditions, openly talking about your pay and benefits, and joining with co-workers to talk directly to your employer, to a government agency, or to the media about problems in your workplace.**

- *Your employer cannot discharge, discipline, or threaten you for, or coercively question you about, this “protected concerted” union activity. However, you can lose protection by saying or doing something egregiously offensive or knowingly and maliciously false, or by publicly disparaging your employer’s products or services without relating your complaints to any labor controversy.*
- *Your employer cannot prohibit you from talking about the union during working time if it permits you to talk about other non-work-related matters like sports, movies or family during working time.*
- *If you are allowed to distribute non work-related material like party invitations and Avon booklets then your employer cannot prohibit union newsletters or petitions.*
- *Your employer cannot prohibit you from talking about or soliciting for a union during non-work time, such as before or 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.*

**If a Manager attempts to prohibit union activity on the job, please document the date, time, place, and other details and call your union Steward or union Representative. Unfair Labor Practice charges may be filed with the National Labor Relations Board.**

*The National Labor Relations Board (NLRB) is backed by the Federal Courts to order an employer to stop interfering with employees’ rights, to pay back wages, and to reverse any action taken against workers for union activity.*

**KNOW YOUR  
RIGHTS  
AT WORK**