



# KNOW YOUR RIGHTS!

The National Labor Relations Act of 1935 guarantees all workers in the United States have the right to organize and form unions.

## UNDER THE NLRA, YOU HAVE THE RIGHT TO:

- Talk to your coworkers about unions
- Pass out union literature\*
- Sign your coworkers up for petitions\*
- Gather in person with your coworkers, either to talk about forming a union or improving your working conditions\*

\* In non-work areas during non-work times

If you are in the process of organizing yourself and your coworkers, your employer cannot:

- Retaliate against you or your coworkers
- Discriminate against you or your coworkers
- Fire you or your coworkers

Once you are unionized, your employer **cannot** refuse to bargain collectively with you and your coworkers

Despite these rules, your employer may still **try** to break the law and intimidate you or your coworkers out of taking action by organizing.

That is why workers organize **together**...by standing shoulder-to-shoulder, organized workers make it far more difficult for their employers to single out individual workers or retaliate against them. Solidarity works!