

# YOUR LABOR UNION RIGHTS UNDER THE LAW

## - Federal Law Guarantees Your Rights -

- To organize a labor union and bargain collectively with your employer over wages, benefits, and working conditions.

- To attend union meetings to discuss forming a union.

- To discuss the union during work, at times when you are permitted to discuss other non-work issues.

- To wear union buttons or stickers at work.

- To read and distribute union literature (in non-work areas, during non-working times).

- To use your [Weingarten Rights](#)

- **To sign a union card – signing a union card is an important first step in securing representation.**

## **EMPLOYER RESTRICTIONS**

**According to FEDERAL LAW an employer CANNOT:**

- Fire, punish, intimidate, or coerce employees seeking to organize or join a labor union.
- Threaten to close the facility or lay off employees if they organize a union.
- Tell employees that unionization will take away benefits and privileges currently in place.
- Bribe employees to vote against the union, or promise other benefits or privileges in order to influence their vote.
- Ask about labor union activities, how employees intend to vote, or if they have signed a union card.