

# Our Rights

## *Under The Law*

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To protect workers from the illegal tactics many employers use to stop workers from organizing, the National Labor Relations Act (NLRA) gives workers rights:

- ★ The right to join or help organize a union without being harassed or punished by our employer.
- ★ The right to have meetings at lunchtime or break time in non-work areas on company property without being harassed or punished by our employer.
- ★ The right to talk about the union, distribute union materials, or ask our co-workers to join the union on non-work time (including lunch and breaks) in non-work areas (break rooms, locker rooms, etc.).
- ★ The right to go to union meetings and wear union buttons—in most cases—without interference from our boss or supervisors.
- ★ The right to hold demonstrations and rallies about the union or about work problems.

When we support the union or engage in any of these activities, federal law protects us from harassment by our employer. This means *our employer may not:*

- ★ Fire, discipline, lay off, or cut our hours for supporting the union.
- ★ Spy, or pretend to spy, on our union activities.
- ★ Threaten or question us about the union.
- ★ Deny us the right to participate in forming a union.
- ★ Pressure us not to join a union.



**Organizing is our right.**  
*Let's secure our future with a union contract.*