

THE LAW says that YOU have the RIGHT to organize into a union of your own choice. It gives YOU the right to vote for union representation in a secret, government-supervised ballot.

Under the [National Labor Relations Act](#) (NLRA) you have the legal right to form a union in your workplace. The NLRA says:

[Section 7](#) (U.S. Code Title 29, Chapter 7, § 157): "Employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining"

Section 7 gives you the right to:

- Attend meetings to discuss joining a union.
- Read, distribute, and discuss union literature (as long as you do this in non-work area during non-work times, such as during breaks or lunch hours.)
- Wear union buttons, T-shirts, stickers, hats, or other items on the job (providing you can wear non-union related items. The company cannot discriminate because it relates to union.)

[Section 8\(a\)](#) (U.S. Code Title 29, Chapter 7, § 158a): "It shall be an unfair labor practice for an employer to interfere with, restrain, or coerce employees in the exercise of the rights guaranteed in Section 7 of this title...."

Section 8(a) makes it illegal for the Company to:

- Threaten to or actually fire, lay off, discipline, harass, transfer, or reassign employees because they support the union.
- Favor employees who don't support the union over those who do in promotions, job assignments, wages, hours, enforcement of rules, or any other working condition.
- Shut down the worksite or take away any benefits or privileges employees already enjoy in order to discourage union activity.
- Promise employees a pay increase, promotion, benefits, or special favors if they oppose the union.