

KNOW YOUR RIGHTS: NLRA Section 7

Federal law protects your right to organize. Keep this card. Know these rights.

YOU ARE LEGALLY PROTECTED TO:

- Y** Discuss wages, hours, and working conditions with coworkers
 - Y** Organize and join a union
 - Y** Sign and solicit authorization cards on your own time
 - Y** Distribute union materials in non-work areas during non-work time
 - Y** Wear union buttons, pins, or insignia at work
 - Y** Attend off-site union meetings and organizing sessions
 - Y** File NLRB charges if your rights are violated
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THEY CANNOT LEGALLY:

- N** Fire or discipline you for organizing or protected concerted activity
 - N** Threaten, intimidate, or coerce you for union activity
 - N** Spy on or surveil organizing meetings or conversations
 - N** Promise raises or benefits to stop organizing (bribery)
 - N** Interrogate you about union sympathy or activities
 - N** Prohibit union talk on breaks or in non-work areas
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IF YOU FACE RETALIATION, ACT IMMEDIATELY:

- 1** Document everything: who, what, when, where. In writing, same day
- 2** File a free Unfair Labor Practice (ULP) charge at [nlrb.gov](https://www.nlrb.gov)
- 3** Call your regional NLRB office immediately (find it at [nlrb.gov](https://www.nlrb.gov))
- 4** Do not sign any severance or settlement without consulting a labor attorney

Section 7 of the National Labor Relations Act protects your right to organize. Congress enacted this law. It applies to you.