

BOSTON (Region 1)
TEL: 617-565-6700
FAX: 617-565-6725

NEW YORK (Region 2)
TEL: 212-264-0300
FAX: 212-264-2450

BUFFALO (Region 3)
TEL: 716-551-4931
FAX: 716-551-4972

ALBANY (Resident Office, 3)
TEL: 518-431-4155
FAX: 518-431-4157

PHILADELPHIA (Region 4)
TEL: 215-597-7601
FAX: 215-597-7658

BALTIMORE (Region 5)
TEL: 410-962-2822
FAX: 410-962-2198

WASHINGTON (Resident Office, 5)
TEL: 202-208-3000
FAX: 202-208-3013

PITTSBURGH (Region 6)
TEL: 412-395-4400
FAX: 412-395-5986

DETROIT (Region 7)
TEL: 313-226-3200
FAX: 313-226-2090

GRAND RAPIDS (Resident Office, 7)
TEL: 616-456-2679
FAX: 616-456-2596

CLEVELAND (Region 8)
TEL: 216-522-3715
FAX: 216-522-2418

CINCINNATI (Region 9)
TEL: 513-684-3686
FAX: 513-684-3946

ATLANTA (Region 10)
TEL: 404-331-2896
FAX: 404-331-2888

BIRMINGHAM (Resident Office, 10)
TEL: 205-933-3018
FAX: 205-933-3017

WINSTON-SALEM (Region 11)
TEL: 336-631-5201
FAX: 336-631-5210

TAMPA (Region 12)
TEL: 813-228-2641
FAX: 813-228-2874

JACKSONVILLE (Resident Office, 12)
TEL: 904-232-3768
FAX: 904-232-3146

MIAMI (Resident Office, 12)
TEL: 305-536-5391
FAX: 305-536-5320

CHICAGO (Region 13)
TEL: 312-353-7570
FAX: 312-886-1341

ST LOUIS (Region 14)
TEL: 314-539-7770
FAX: 314-539-7794

PEORIA (Subregion 33, 14)
TEL: 309-671-7080
FAX: 309-671-7095

NEW ORLEANS (Region 15)
TEL: 504-589-6361
FAX: 504-589-4069

FT WORTH (Region 16)
TEL: 817-978-2921
FAX: 817-978-2928

HOUSTON (Resident Office, 16)
TEL: 713-209-4888
FAX: 713-209-4890

SAN ANTONIO (Resident Office, 16)
TEL: 210-472-6140
FAX: 210-472-6143

TULSA (Resident Office, 17)
TEL: 918-581-7951
FAX: 918-581-7970

OVERLAND PARK (Region 17)
TEL: 913-967-3000
FAX: 913-967-3010

MINNEAPOLIS (Region 18)
TEL: 612-348-1757
FAX: 612-348-1785

DES MOINES (Resident Office, 18)
TEL: 515-284-4391
FAX: 515-284-4713

ANCHORAGE (Resident Office, 19)
TEL: 907-271-5015
FAX: 907-271-3055

PORTLAND (Subregion 36, 19)
TEL: 503-326-3085
FAX: 503-326-5387

SEATTLE (Region 19)
TEL: 206-220-6300
FAX: 206-220-6305

SAN FRANCISCO (Region 20)
TEL: 415-356-5130
FAX: 415-356-5156

HONOLULU (Subregion 37, 20)
TEL: 808-541-2814
FAX: 808-541-2818

SAN DIEGO (Resident Office, 21)
TEL: 619-557-6184
FAX: 619-557-6358

LOS ANGELES (Region 21)
TEL: 213-894-5200
FAX: 213-894-2778

NEWARK (Region 22)
TEL: 973-645-2100
FAX: 973-645-3852

HATO REY (Region 24)
TEL: 787-766-5347
FAX: 787-766-5478

INDIANAPOLIS (Region 25)
TEL: 317-226-7381
FAX: 317-226-5103

MEMPHIS, TN (Region 26)
TEL: 901-544-0018
FAX: 901-544-0008

LITTLE ROCK (Resident Office, 26)
TEL: 501-324-6311
FAX: 501-324-5009

NASHVILLE (Resident Office, 26)
TEL: 615-736-5921
FAX: 615-736-7761

DENVER, CO (Region 27)
TEL: 303-844-3551
FAX: 303-844-6249

PHOENIX (Region 28)
TEL: 602-640-2160
FAX: 602-640-2178

ALBUQUERQUE (Resident Office, 28)
TEL: 505-248-5125
FAX: 505-248-5134

LAS VEGAS (Resident Office, 28)
TEL: 702-388-6416
FAX: 702-388-6248

BROOKLYN (Region 29)
TEL: 718-330-7713
FAX: 718-330-7579

MILWAUKEE (Region 30)
TEL: 414-297-3861
FAX: 414-297-3880

LOS ANGELES (Region 31)
TEL: 310-235-7352
FAX: 310-235-7420

OAKLAND (Region 32)
TEL: 510-637-3300
FAX: 510-637-3315

HARTFORD (Region 34)
TEL: 860-240-3522
FAX: 860-240-3564

The Heart of the Act

The heart of the National Labor Relations Act is captured in one paragraph, known as Section 7, which spells out the rights guaranteed to private-sector workers.

Sec. 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 or other mutual aid or protection, and shall also have the right to refrain from any or all such activities except to the extent that such right may be affected by an agreement requiring membership in a labor organization as a condition of employment.



1099 14th Street, N.W.
Washington, D.C. 20570
866.667.NLRB • 866.667.6572

www.nlr.gov
Twitter: @NLRB
www.facebook.com/NLRBpage



NATIONAL LABOR RELATIONS BOARD

Protecting Employee Rights



www.nlr.gov

TOLL FREE
866.667.NLRB
866.667.6572

This pamphlet is specifically designed to provide a general explanation to employees about their **workplace rights** under the National Labor Relations Act (NLRA).

B) By a union: threatening or refusing to process a grievance or to refer a worker to a job because employees do not support the union.

What does the NLRB do?

A) Investigates complaints of interference or discrimination against workers due to group activities to improve working conditions, wages and benefits or due to union activities or due to a refusal to engage in those activities.

B) Holds elections to learn whether employees want a union or another group to represent them as a group when discussing working conditions, wages and benefits with their employer.

How can employees bring a complaint before the NLRB?

Employees can contact the NLRB and file an unfair labor practice charge with the NLRB saying that they were interfered with or were discriminated against due to their protected concerted activities or their union activities or their refusal to engage in those activities.

Employees may also file an unfair labor practice charge if they believe a union has failed to represent them. A Board agent can help you if you ask to file a charge. There is no filing fee.

What happens once a charge is filed?

A Board agent in one of the field offices is assigned to investigate. Statements are taken from the employee(s) and any witnesses. The employer or union is asked to provide its defense. A decision is made to dismiss or issue complaint. If the NLRB Regional Director agrees that there has been interference or discrimination due to employees engaging in protected concerted activities or union activities or due to a refusal to engage in those activities, he or she will try to settle the case before deciding to issue a complaint and going to trial. Settlement may include reinstatement, payment of lost wages,

reversal of the improper conduct, and/or posting of a notice advising employees in the workplace of their rights. If a trial is necessary, a field attorney of the NLRB may ask workers and others to testify before an administrative law judge. The NLRB does not charge for these services, and NLRB attorneys will present the case to the administrative law judge. However, if you desire to have your own attorney, you certainly may.

What happens when a petition for an election is filed?

A Board agent in one of the field offices is assigned to process it. If there is a showing that at least 30% of an appropriate unit of employees at the workplace wish to be represented collectively by a union or by another group, a Board agent will hold a secret ballot election. If a majority of employees choose to be represented, the NLRB may certify that representative to bargain collectively with your company on behalf of the employees in the unit.

How can the NLRB help you?

The NLRB can answer many of your job related questions. If your job related issues warrant the filing of a charge, the NLRB will fully investigate your charge and issue a timely decision regarding the merits of your case.

If your job related issues involve other laws, our information officers in one of our field offices will refer you to the appropriate agency(ies). Information officers can be contacted in person, by telephone, by U.S. mail or by webmail.

When should you contact the NLRB?

If you are being treated unfairly because of your protected concerted activities, your union activities, or your refusal to engage in these activities, please contact the NLRB within six months of the unfair treatment.

1 What is the National Labor Relations Board?

The National Labor Relations Board (NLRB) is an independent agency of the United States government that enforces laws to protect workers from certain conduct by employers and unions. The NLRB also holds elections to determine whether employees wish to be collectively represented.

2 Where is the NLRB located?

A) There are 51 field offices across the country, which can be accessed by going to our website at www.nlr.gov or by calling our toll free telephone number at **1 (888) 667-6572**.

B) Headquarters are in Washington D.C. at 1099 14th Street, NW.

3 What rights does the NLRB protect?

A) Your right to engage in *protected concerted activities*, which are group activities that you are involved in to try to improve working conditions, wages and benefits.

B) Your right to engage *in union activities and to support a union*.

C) Your right not to engage in protected concerted activities or union activities.

4 What are examples of conduct that violate the NLRA?

A) By an employer: threatening, disciplining, or firing employees involved in protected concerted activities or in union activities.