

OSHA Job Safety and Health IT'S THE LAW!

NOTE: OSHA REQUIRES THAT REPRODUCTIONS OR FACSIMILES OF THE POSTER BE AT LEAST 8 1/2" X 14" INCHES WITH 10 POINT TYPE

All workers have the right to:

- A safe workplace.
- Raise a safety or health concern with your employer or OSHA, or report a work-related injury or illness, without being retaliated against.
- Receive information and training on job hazards, including all hazardous substances in your workplace.
- Request an OSHA inspection of your workplace if you believe there are unsafe or unhealthy conditions. OSHA will keep your name confidential. You have the right to have a representative contact OSHA on your behalf.
- Participate (or have your representative participate) in an OSHA inspection and speak in private to the inspector.
- File a complaint with OSHA within 30 days (by phone, online or by mail) if you have been retaliated against for using your rights.
- See any OSHA citations issued to your employer.
- Request copies of your medical records, tests that measure hazards in the workplace, and the workplace injury and illness log.

Employers must:

- Provide employees a workplace free from recognized hazards. It is illegal to retaliate against an employee for using any of their rights under the law, including raising a health and safety concern with you or with OSHA, or reporting a work-related injury or illness.
- Comply with all applicable OSHA standards.
- Report to OSHA all work-related fatalities within 8 hours, and all inpatient hospitalizations, amputations and losses of an eye within 24 hours.
- Provide required training to all workers in a language and vocabulary they can understand.
- Prominently display this poster in the workplace.
- Post OSHA citations at or near the place of the alleged violations.

FREE ASSISTANCE to identify and correct hazards is available to small and medium-sized employers, without citation or penalty, through OSHA-supported consultation programs in every state.

Contact OSHA. We can help.

1-800-321-OSHA (6742) • TTY 1-877-889-5627 • www.osha.gov

Family Medical Leave Act

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

What is FMLA? The Family and Medical Leave Act (FMLA) is a federal law that provides eligible employees with up to 12 weeks of unpaid leave for certain family and medical reasons. The U.S. Department of Labor and the U.S. Department of Health and Human Services (HHS) enforce the FMLA for most employers.

Eligible employees are those who have worked for a covered employer for at least 12 months and are currently employed by the employer. The FMLA applies to employers with 50 or more employees who work for the employer for at least 12 months.

Eligible reasons for leave include:

- The birth and care of a newborn child.
- The placement of a child with you for adoption or foster care.
- To care for a spouse, child, or parent with a serious medical condition.
- To care for a spouse, child, or parent who is on active military duty or has been called to active military duty.

What does FMLA require? FMLA requires that employers provide eligible employees with up to 12 weeks of unpaid leave for the reasons listed above. FMLA also requires that employers restore employees to the same or equivalent position upon their return from leave.

What does FMLA not require? FMLA does not require employers to pay employees during their leave. FMLA also does not require employers to provide health insurance during leave.

Federal Minimum Wage

EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

What is the minimum wage? The federal minimum wage is the lowest amount an employer can pay an employee for their work. As of January 1, 2025, the federal minimum wage is \$15.30 per hour.

Who is covered by the minimum wage? The federal minimum wage applies to most employees in the United States. There are some exceptions, such as for certain agricultural workers, domestic workers, and certain government employees.

What if my employer doesn't pay me the minimum wage? If your employer is not paying you the minimum wage, you can file a complaint with the U.S. Department of Labor. You can also sue your employer for back wages and damages.

Pregnant Workers Fairness Act (PWFA)

WHAT IS THE PWFA? The Pregnant Workers Fairness Act (PWFA) is a federal law that requires covered employers to provide "reasonable accommodations" to qualified workers who have limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodation will cause the employer an "undue hardship." An undue hardship is defined as causing significant difficulty or expense.

Reasonable accommodations may include changes to the work environment or the way things are done in the workplace, such as:

- Scheduling changes or time off to go to health care appointments.
- Extra bathroom breaks.
- Extra breaks for water and rest.
- Assistance with lifting or moving heavy items.
- Assistance with standing for long periods of time.
- Assistance with walking or standing for long periods of time.
- Assistance with lifting or moving heavy items.

Paid Sick Leave for Federal Contractors

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

PAID SICK LEAVE UNDER EXECUTIVE ORDER 13708

ONE HOUR OF PAID SICK LEAVE FOR EVERY 30 HOURS WORKED, UP TO 56 HOURS EACH YEAR

PAID SICK LEAVE Executive Order 13708, Establishing Paid Sick Leave for Federal Contractors, requires certain employers that contract with the Federal Government to provide employees with paid sick leave. Employees are entitled to one hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be able to use paid sick leave for their own illness, injury, or other health-related needs, including preventive care, or for reasons resulting from, or to, a family member who is the victim of domestic violence, sexual assault, or stalking.

ARRA Whistleblower Rights

U.S. DEPARTMENT OF TRANSPORTATION OFFICE OF INSPECTOR GENERAL

WHISTLEBLOWERS KNOW YOUR RIGHTS

On February 17, 2009 the American Recovery and Reinvestment Act (ARRA) was signed into law by President Obama to improve economic recovery. The ARRA includes provisions that protect whistleblowers who report waste, fraud, or abuse in government programs. Whistleblowers are individuals who report waste, fraud, or abuse in government programs. Whistleblowers are individuals who report waste, fraud, or abuse in government programs.

Highway Aid False Statement

The highway construction industry at this location is a Federal or Federal-State project and is subject to applicable State and Federal laws, including Title 18, United States Code, Section 1020, which reads as follows:

"Whoever, being an officer, agent, or employee of the United States, or of any State or Territory, or whoever, whether a person, association, firm, or corporation, knowingly makes any false statement, false representation, or false report as to the character, quality, quantity, or cost of the material used or to be used, or the quantity or quality of the work performed or to be performed, or the costs incurred in connection with the submission of plans, maps, specifications, contracts, or costs of construction of any highway or related project submitted for approval to the Secretary of Transportation, or who knowingly makes any false statement, false representation, false report, or false claim with respect to the character, quality, quantity, or cost of any work performed or to be performed, or materials furnished or to be furnished, in connection with the construction of any highway or related project approved by the Secretary of Transportation, or who knowingly makes any false statement or false representation as to a material fact in any statement, certificate, or report submitted pursuant to the provisions of the Federal-Aid Road Act approved July 11, 1916 (39 Stat. 553), as amended and supplemented, "Shall be fined under this title or imprisoned not more than five years, or both."

Payday Notice

PAYDAY IS MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY SUNDAY

PAY SCHEDULE IS WEEKLY • BI-WEEKLY • SEMI-MONTHLY • MONTHLY

PAYCHECKS ARE ISSUED ON 8th AND 23rd OF THE MONTH

AT Direct Deposit **AND** N/A **TIME** N/A

Emergency Notice • Contact 911

AMBULANCE: FIRE-RESCUE: PHYSICIAN: POLICE: HAZARDOUS MATERIAL:

State & Federal Poster

For all your Labor Law Poster Compliance Solutions

MADE IN USA

Walsh-Healey Public Contracts

This establishment is performing Government contract work subject to (check one)

☐ SERVICE CONTRACT ACT (SCA) or ☐ PUBLIC CONTRACTS ACT (PCA)

MINIMUM WAGES Your rate must be no less than the Federal minimum wage established by the Fair Labor Standards Act (FLSA). A higher rate may be required for SCA contracts if a wage determination exists. Such wage determination will be posted as an attachment to this Notice.

FRINGE BENEFITS SCA wage determinations may require fringe benefit payments (or a cash equivalent). PCA contracts do not require fringe benefits.

OVERTIME PAY You must be paid 1.5 times your basic rate of pay for all hours worked over 40 in a week. There are some exceptions.

SAFETY & HEALTH No person under 18 years of age may be employed on a PCA contract.

Child Labor Work must be performed under conditions that are sanitary, and not hazardous or dangerous to employees' health and safety.

ENFORCEMENT Specific DOL agencies are responsible for the administration of these laws. To file a complaint, contact the Wage and Hour Division by calling toll-free help line at 1-866-4-USWAGE (1-866-487-6243), or visit the Web site at www.dhs.gov/whd.

Contact the Occupational Safety and Health Administration (OSHA) by calling 1-800-321-OSHA (1-800-321-6742), or visit its Web site at www.osha-slc.gov.

U.S. Department of Labor The purpose of the discussion below is to advise contractors which are subject to the Walsh-Healey Public Contracts Act or the Service Contract Act of the principal provisions of these acts.

Walsh-Healey Public Contracts Act General Provisions — This act applies to contracts which exceed or may exceed \$10,000 entered into by any agency or instrumentality of the United States for the manufacture, purchase, sale, lease, or rental of supplies, articles, or equipment, or the furnishing of materials, supplies, articles, or equipment. The act establishes minimum wage, maximum hours, and safety and health provisions for employees engaged to furnish the employment on contract of convicts labor (unless certain conditions are met) and children under 18 years of age. The employment of homebased workers (except homebased workers with disabilities employed under time contracts, or CFC Part 525) on a covered contract is not permitted.

Minimum Wage In addition to its coverage of time contracts, the act under certain circumstances applies to secondary contractors performing work under contracts awarded by the Government prime contractor.

Child Labor All provisions of the act except the safety and health requirements are administered by the Wage and Hour Division.

Overtime Covered employees must currently be paid not less than the Federal minimum wage established in section 6(a)(1) of the Fair Labor Standards Act.

Posting Covered workers must be paid at least one and one-half times their basic rate of pay for all hours worked in excess of 40 a week. Overtime is due on the basis of the total hours spent in all covered work as performed.

Child Labor No person under 18 years of age may be employed on a PCA contract.

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Equal Employment Opportunity

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) enforces the nondiscrimination and affirmative action commitments of Federal Contractors and Subcontractors who are subject to the Federal Acquisition Regulation (FAR) EEO requirements. If you are applying for a job with a contractor or subcontractor, you are protected under the law from discrimination on the basis of race, color, sex, age, religion, or national origin.

What Organizations are Covered? The following organizations are covered by the EEOC:

- State and local governments (as employers)
- Labor unions (as employers)
- Labor unions (as employers)

What Types of Employment Discrimination are Illegal? The following types of employment discrimination are illegal:

- Race
- Color
- Religion
- Sex (including pregnancy and related conditions, sexual orientation, or gender identity)
- Age (40 and older)
- Disability (including physical or mental impairment, or physical or mental impairment that substantially limits one or more major life activities)

What Employment Practices can be Challenged or Discriminated? The following employment practices can be challenged or discriminated:

- Hiring
- Promotion
- Pay (including wages and compensation)
- Assignment
- Termination
- Failure to provide reasonable accommodation for a disability or a sincerely held religious belief
- Retaliation
- Harassment
- Training
- Recruitment
- Retention
- Discharge
- Reassignment or reassignment of employees
- Reassignment or reassignment of employees
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Davis Bacon Act

EMPLOYER HOLDING FEDERAL CONTRACTS OR SUBCONTRACTS

PREVAILING WAGES: You must be paid not less than the wage rate listed in the Davis-Bacon Wage Decision posted with this Notice for the work you perform.

ENFORCEMENT: Contracted parties must be notified to ensure workers receive wages and overtime pay, and liquidated damages may apply if overtime pay requirements are not met. Davis-Bacon contractors who violate the law may be subject to civil and criminal penalties.

APPROPRIATE: Appropriate rates apply only to apprentices properly registered under approved Federal Act apprenticeship programs.

RELIANCE: The law prohibits contracting for jobs for a contract, cooperative, or investment, or testifying in a proceeding under the Davis-Bacon and Related Acts.

PROPER PAY: If you do not receive proper pay, or require further information on the applicable wages, contact the Contracting Office listed below.

Right to Work

IF YOU HAVE THE RIGHT TO WORK DON'T LET ANYONE TAKE IT AWAY

If you have the skills, experience, and legal right to work, your citizenship or immigration status shouldn't get in the way. The National Labor Relations Board (NLRB) protects legally authorized workers from discrimination based on their citizenship status and national origin. You can read this law at 8 U.S.C. § 1324b.

The Immigrant and Employee Rights Section (IER) may be able to help if an employer treats you unfairly in violation of this law.

The law that IER enforces is 8 U.S.C. § 1324b. The regulations for this law are at 28 C.F.R. Part 44.

Call IER if an employer does not hire you or fires you because of your national origin or citizenship status. An employer who violates this law may be liable for a civil penalty of up to \$10,000 per violation.

Treats you unfairly while checking your right to work in the U.S., including while completing the Form I-9 or using E-Verify. This may violate the law at 8 U.S.C. § 1324b(a)(1).

Discriminates against you because you are speaking up for your right to work as protected by this law. The law prohibits retaliation at 8 U.S.C. § 1324b(a)(5). The law can be complicated. Call IER to get more information on protections from discrimination based on citizenship status and national origin.

U.S. Department of Justice, Civil Rights Division, Immigrant and Employee Rights Section (IER) 1-800-255-7688 TTY 1-800-237-2515 www.justice.gov/IER

Right to Work

SI TIENES DERECHO A TRABAJAR NO DEJES QUE NADIE SE LO TOVE

Si tienes las habilidades, la experiencia y el derecho legal para trabajar, tu ciudadanía o estatus de inmigración no debería interferir en tu camino. Tampoco el lugar en el que naciste ni otro aspecto de tu origen nacional. Una parte de las leyes de derechos de los EE. UU. protege a los trabajadores legalmente autorizados de la discriminación basada en su estatus de ciudadanía y origen nacional. Puedes leer esta ley en 8 U.S.C. § 1324b. La Sección de Derechos del Inmigrante y el Empleo (IER) puede ayudarte si un empleador te trata injustamente en violación de esta ley. La ley que IER hace cumplir es 8 U.S.C. § 1324b. Las regulaciones para esta ley están en 28 C.F.R. Parte 44. Llama a IER si un empleador: No lo contrata ni lo despidió debido a su origen nacional o estatus de ciudadanía (esto puede violar una parte de la ley en 8 U.S.C. § 1324b) (a) o lo trata injustamente mientras revisas su derecho a trabajar en los EE. UU., incluso mientras completas el Formulario I-9 o usas E-Verify para verificar tu derecho a trabajar en los EE. UU. (a) (1) o (a) (5)). Te discrimina en su contratación por hablar en tu idioma o por hablar en tu idioma. La ley prohíbe las represalias en la ley 8 U.S.C. § 1324b (a) (5). La ley puede ser complicada. Llama a IER para obtener más información sobre las protecciones contra la discriminación basada en el estatus de ciudadanía y origen nacional. U.S. Department of Justice, Civil Rights Division, Immigrant and Employee Rights Section, January 2019.

Right to Work

Esta Organización Participa en E-Verify

Esta organización participa en E-Verify y proporcionará al personal federal la información sobre el Formulario I-9 para confirmar que usted está autorizado para trabajar en los EE. UU.

Si E-Verify no puede confirmar que usted está autorizado para trabajar, la organización empleadora debe seguir las instrucciones por escrito de la Agencia Federal de Investigación (FBI) o la Oficina de Seguridad Nacional (DHS) o a la Agencia Federal de Investigación (FBI) o la Oficina de Seguridad Nacional (DHS) para resolver el problema antes de que el empleador pueda tomar cualquier acción en su contra, incluyendo la terminación de su empleo.

Los empleadores solo pueden utilizar E-Verify una vez que usted haya completado una oferta de trabajo y completado el Formulario I-9.

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Los empleadores solo pueden utilizar E-Verify una vez que usted haya completado una oferta de trabajo y completado el Formulario I-9.

Federal Contractor Minimum Wage

WORKERS COVERED UNDER EXECUTIVE ORDER 13658

FEDERAL MINIMUM WAGE FOR CONTRACTORS \$13.30 PER HOUR - EFFECTIVE JANUARY 1, 2025 - DECEMBER 31, 2025

NOTICE: On March 14, 2025, President Trump issued Executive Order 14236, "Additional Restrictions of Harmful Executive Orders and Actions," (90 FR 13037) which revoked, among other items, Executive Order 14026 of April 27, 2021, "Increasing the Minimum Wage for Federal Contractors" (86 FR 22835). Pursuant to section 2(d) of Executive Order 14236, the Department of Labor will no longer enforce Executive Order 14026 or the implementing rule (29 CFR part 23) and will take steps, including rescinding 29 CFR part 23, to implement and effectuate the revocation of Executive Order 14026.

MINIMUM WAGE Federal contractors and service contractors are generally subject to a minimum wage rate under Executive Order 13658 or EO 13658 of EO 14026. The minimum wage rate is \$13.30 per hour. The contract was entered into on or between January 1, 2016, and January 29, 2022, and the contract was not renewed or extended on or after January 30, 2022. EO 13658 generally requires that workers be paid at least \$13.30 per hour for all time spent performing on or in connection with the contract in calendar year 2025.

\$13.30 PER HOUR If the contract is renewed or extended on or after January 30, 2022, or a new contract is entered into on or after January 30, 2022, EO 14026 generally requires that workers be paid at least \$17.75 per hour for all time spent performing on or in connection with the contract in calendar year 2025.

ENFORCEMENT The U.S. Department of Labor's Wage and Hour Division (WHD) is responsible for enforcing this law. WHD can answer questions about your workplace rights and protections, investigations, and recover back wages. All WHD services are free and confidential. Employees cannot retaliate or discriminate against someone who files a complaint or participates in an investigation. WHD will accept a complaint in any language. U.S. Department of Labor's Wage and Hour Division (WHD) office at dol.gov/whd or by calling toll-free 866-4-USWAGE (866-487-6243). We do not ask workers about their immigration status. We can help.

ADDITIONAL INFORMATION • Workers with disabilities whose wages are governed by special certificates issued under section 14(c) of the Fair Labor Standards Act must receive no less than the EO 13658 minimum wage for time spent performing on or in connection with covered contracts. • Some state or local laws may provide greater worker protections and employers must follow the law that requires the highest rate of pay. • More information about the EO 13658 minimum wage is available online at dol.gov/whd/eo13658.

The law requires certain federal contractors to display this poster where employees can easily see it.

Disability Minimum Wage

EMPLOYEE RIGHTS FOR WORKERS WITH DISABILITIES PAID AT SPECIAL MINIMUM WAGES

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

This establishment has a certificate authorizing the payment of minimum wages to workers who are disabled for the work they are performing. Authority to pay minimum wages to workers with disabilities generally applies to work covered by the Fair Labor Standards Act (FLSA), McNamara-O'Hara Service Contract Act (SCA), and/or Walsh-Healey Public Contracts Act (PCA). Such minimum wages are referred to as "disability minimum wages." The minimum wage rate is \$13.30 per hour for all time spent performing on or in connection with the contract in calendar year 2025. The minimum wage rate is \$17.75 per hour for all time spent performing on or in connection with the contract in calendar year 2025.

KEY ELEMENTS OF COMMENSURATE WAGE RATES • Covered workers must be paid at least the minimum wage rate for the work they are performing. • Covered workers must be paid at least the minimum wage rate for the work they are performing. • Covered workers must be paid at least the minimum wage rate for the work they are performing.

WORKERS WITH DISABILITIES Minimum wages under section 14(c) are not and do not apply unless a worker's disability actually impairs the worker's earning or productive capacity for the work being performed. The fact that a worker may have a disability is not in itself sufficient to warrant the payment of a minimum wage.

ENFORCEMENT The U.S. Department of Labor's Wage and Hour Division (WHD) is responsible for enforcing this law. WHD can answer questions about your workplace rights and protections, investigations, and recover back wages. All WHD services are free and confidential. Employees cannot retaliate or discriminate against someone who files a complaint or participates in an investigation. WHD will accept a complaint in any language. U.S. Department of Labor's Wage and Hour Division (WHD) office at dol.gov/whd or by calling toll-free 866-4-USWAGE (866-487-6243). We do not ask workers about their immigration status. We can help.

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The law requires certain federal contractors to display this poster where employees can easily see it.

Polygraph Protection

THE EMPLOYEE POLYGRAPH PROTECTION ACT PROHIBITS MOST PRIVATE EMPLOYERS FROM USING LIE DETECTOR TESTS EITHER FOR PRE-EMPLOYMENT SCREENING OR DURING THE COURSE OF EMPLOYMENT.

EXEMPTIONS Employees are generally prohibited from requiring or requesting an employer to apply to take a lie detector test, and from discharging, disciplining, or discriminating against an employee for refusing to take a lie detector test. The law also prohibits employers from requiring or requesting an employee to take a lie detector test as a condition of employment.

ENFORCEMENT The Secretary of Labor may bring court actions to restrain violations and assess civil penalties against violators. Employees or job applicants may also bring their own court actions.

THE LAW REQUIRES EMPLOYERS TO DISPLAY THIS POSTER WHERE EMPLOYEES AND JOB APPLICANTS CAN READILY SEE IT.

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR

USERRA

FOR USE BY PRIVATE SECTOR AND STATE GOVERNMENT EMPLOYERS - YOUR RIGHTS UNDER USERRA THE UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT

USERRA protects the jobs of individuals who voluntarily or involuntarily leave employment positions to undertake military service or certain types of service in the National Disaster Medical System. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services.

REEMPLOYMENT RIGHTS If you leave your job to perform military service, you have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service or if you are discharged, demoted, or transferred. You also have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service or if you are discharged, demoted, or transferred. You also have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service or if you are discharged, demoted, or transferred.

RIGHT TO BE FREE FROM DISCRIMINATION AND RETALIATION If you are a past or present member of the uniformed service, you have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service or if you are discharged, demoted, or transferred. You also have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service or if you are discharged, demoted, or transferred. You also have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service or if you are discharged, demoted, or transferred.

HEALTH INSURANCE PROTECTION If you leave your job to perform military service, you have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service or if you are discharged, demoted, or transferred. You also have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service or if you are discharged, demoted, or transferred. You also have the right to be reemployed in your civilian job if you leave that job to perform service in the uniformed service or if you are discharged, demoted, or transferred.

ENFORCEMENT The U.S. Department of Labor, Veterans Employment and Training Service (VETS) is authorized to investigate and resolve complaints of USERRA violations. For assistance in filing a complaint, or for any other information on USERRA, contact VETS at 1-866-4-USA-DOL, or visit its website at www.dhs.gov/dhsa/vets. An interactive online USERRA Advisor can be viewed at www.dhs.gov/dhsa/vets. If you file a complaint with VETS and VETS is unable to resolve it, you may request that your case be referred to the Department of Justice or the Office of Special Counsel, as applicable, for representation. • You may also types the VETS process and bring a civil action against an employer for violations of USERRA.

In addition, an employer may not retaliate against anyone assisting in the enforcement of USERRA rights, including testifying or making a statement in connection with a proceeding under USERRA, even if that person has no service connection.

The rights listed here may vary depending on the circumstances. The text of this notice was prepared by VETS, and may be viewed on the internet at this address: <https://www.dhs.gov/dhsa/vets>.

National Labor Relations Act

Take other adverse action against you based on whether you have joined or support the union.

If you and your coworkers select a union to act as your collective bargaining representative, your employer and the union are required to bargain in good faith in a genuine effort to reach a written, binding agreement setting your terms and conditions of employment. The union is required to fairly represent you in bargaining and enforcing the agreement.

You can also contact the NLRB by calling toll-free: 1-844-762-NLRB (6572). Language assistance is available. Hearing impaired callers who wish to speak to an NLRB representative should send an email to relay.service@nrlb.gov. An NLRB representative will email the requestor with instructions on how to schedule a relay service call.

National Labor Relations Act

Take other adverse action against you based on whether you have joined or support the union.

If you and your coworkers select a union to act as your collective bargaining representative, your employer and the union are required to bargain in good faith in a genuine effort to reach a written, binding agreement setting your terms and conditions of employment. The union is required to fairly represent you in bargaining and enforcing the agreement.

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