WORKER RIGHTS

UNDER EXECUTIVE ORDER 13658 FEDERAL MINIMUM WAGE FOR CONTRACTORS

\$12.15 PER HOUR

EFFECTIVE JANUARY 1, 2023 - DECEMBER 31, 2023

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

MINIMUM WAGE

ENFORCEMENT The U.S. Department of Labor's Wage and Hour Division (WHD) is Federal construction and service contracts are generally subject to a minimum wage rate under either Executive Order (EO) 13658 or EO

• If the contract was entered into on or between January 1, 2015 and January 29, 2022, EO 13658 generally requires that workers be paid at least \$12.15 per hour for all time spent performing on or in

connection with the contract in calendar year 2023.

• 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 \$16.20 per hour for all time spent performing on or in connection with the

contract in calendar year 2023.

EXCLUSIONS

DEPARTMENT OF LABOR

• The EO minimum wage may not apply to some workers who provide support in connection with covered federal contracts for less than 20 percent of their hours worked in a week.

• The EO minimum wage may not apply to certain other occupations

WAGE AND HOUR DIVISION

ADDITIONAL INFORMATION

a complaint in any language. You can find your nearest WHD office at https://www.dol.gov/whd/local/ or call toll-free 1(866) 4US-WAGE (1-866-487-9243). We do not ask workers about their immigration status. We can help. • Workers with disabilities must be paid at least the EO minimum wage rate for time spent performing on or in connection with

responsible for enforcing this law. WHD can answer questions about

your workplace rights and protections, investigate employers, and recover back wages. All WHD services are free and confidential.

Employers cannot retaliate or discriminate against someone who

files a complaint or participates in an investigation. WHD will accept

covered contracts • Some state or local laws may provide greater worker protections and employers must follow the law that requires the highest rate of

• More information about the EO minimum wage is available at:

www.dol.gov/whd/flsa/eo13658.

1-866-487-9243 TTY: 1-877-889-5627 www.dol.gov/agencies/whd

REV. 01/2023

WORKER RIGHTS UNDER EXECUTIVE ORDER 14026

FEDERAL MINIMUM WAGE FOR CONTRACTORS

\$16.20 PER HOUR

EFFECTIVE JANUARY 1, 2023 - DECEMBER 31, 2023

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

MINIMUM WAGE

Executive Order 14026 (EO) requires that federal contractors pay workers performing work on or in connection with covered contracts at least (1) \$15.00 per hour beginning January 30, 2022, and (2) beginning January 1, 2023, and every year thereafter, an inflation-adjusted amount determined by the Secretary of Labor in accordance with the EO and appropriate regulations. The EO hourly minimum wage in effect from January 1, 2023 through December 31, 2023 is \$16.20.

TIPS Covered tipped employees must be paid a cash wage of at least \$13.75 per hour effective January 1, 2023 through December 31, 2023. If a worker's tips combined with the required cash wage of at least \$13.75 per hour paid by the contractor do not equal the EO hourly minimum wage for contractors, the contractor must increase the cash wage paid to make up the difference. Certain other conditions must also be met

EXCLUSIONS

• The EO minimum wage may not apply to some workers who provide support "in connection with" covered contracts for less than 20 percent of their hours worked in a week

• The EO minimum wage may not apply to certain other occupations and workers.

UNITED STATES OF AMERICA

WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR **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, investigate employers, and recover back wages. All WHD services are free and confidential. Employers cannot retaliate or discriminate against someone who files a complaint or participates in an investigation. WHD will accept a complaint in any language. You can find your nearest WHD office at https://www.dol.gov/whd/local/ or call toll-free 1(866) 4US-WAGE (1-866-487-9243). We do not ask workers about their immigration status. We can help.

ADDITIONAL • The EO applies only to new federal construction and service contracts, as defined by the Secretary in the regulations at 29 CFR **INFORMATION** • Workers with disabilities whose wages are governed by special

certificates issued under section 14(c) of the Fair Labor Standards Act must also receive no less than the full EO minimum wage rate. • Some state or local laws may provide greater worker protections: employers must follow the law that requires the highest rate of pay. • More information about the EO is available at: www.dol.gov/agencies/whd/government-contracts/eo14026.

1-866-487-9243 TTY: 1-877-889-5627



REV. 01/2023

Pay Transparency Nondiscrimination Provision

The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c)

If you believe that you have experienced discrimination contact OFCCP 1.800.397.6251 | TTY 1.877.889.5627 | www.dol.gov/ofccp

DEPARTMENT OF LABOR **UNITED STATES OF AMERICA** OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS **OFCCP**

200 CONSTITUTION AVENUE NW | WASHINGTON, DC 20210 | tel: 1-800-397-6251 | TTY: 1-877-889-5627 | www.dol.gov/ofccp

WORKER RIGHTS

UNDER EXECUTIVE ORDER 13706

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

PAID SICK LEAVE

Executive Order 13706, Establishing Paid Sick Leave for Federal Contractors, requires certain employers that contract with the Federal Government to provide employees working on or in connection with those contracts with 1 hour of paid sick leave for every 30 hours they work—up to 56 hours of paid sick leave each

Employees must be permitted to use paid sick leave for their own illness, injury, or other health-related needs, including preventive care; to assist a family member who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member who is the victim of, domestic violence, sexual assault, or stalking. Employers are required to inform employees of their paid

sick leave balances and must approve all valid requests to use paid sick leave. Rules about when and how employees should ask to use paid sick leave also apply. More information about the paid sick leave requirements is available at www.dol.gov/whd/govcontracts/eo13706

DEPARTMENT OF LABOR

WAGE AND HOUR DIVISION

ADDITIONAL

INFORMATION

sure employers comply with Executive Order 13706, has offices across the country. WHD can answer questions, in person or by telephone, about your workplace rights and protections. WHD can investigate employers and recover wages to which workers may be entitled. All services are free and confidential. If you are unable to file a complaint in English, WHD will accept the complaint in any The law prohibits discriminating against or discharging workers who

file a complaint or participate in any proceeding under the Executive

Executive Order 13706 applies to new contracts and replacements for expiring contracts with the Federal Government starting January 1, 2017. It applies to federal contracts for construction and many types of federal contracts for services. Some state and local laws also require that employees be provided

with paid sick leave. Employers must comply with all applicable

1-866-487-9243 www.dol.gov/whd/govcontracts

What can You Do if You Believe Discrimination has Protected Veteran Status



The Vietnam Era Veterans' Readjustment Assistance Act of

1974, as amended, 38 U.S.C. 4212, prohibits employment

discrimination against, and requires affirmative action to

veterans, recently separated veterans (i.e., within three years

of discharge or release from active duty), active duty wartime

or campaign badge veterans, or Armed Forces service medal

proceeding, or otherwise opposes discrimination by Federal

recruit, employ, and advance in employment, disabled

Retaliation is prohibited against a person who files a

contractors under these Federal laws.

complaint of discrimination, participates in an OFCCP

Any person who believes a contractor has violated its

OFCCP's authorities should contact immediately:

The Office of Federal Contract Compliance

nondiscrimination or affirmative action obligations under

If you are deaf, hard of hearing, or have a speech disability,

to OFCCP's Help Desk at https://ofccphelpdesk.dol.gov/s/,

or by calling an OFCCP regional or district office, listed

in most telephone directories under U.S. Government,

at https://www.dol.gov/agencies/ofccp/contact.

Race, Color, National Origin, Sex

Department of Labor and on OFCCP's "Contact Us" webpage

PROGRAMS OR ACTIVITIES RECEIVING

FEDERAL FINANCIAL ASSISTANCE

In addition to the protections of Title VII of the Civil Rights Act

of 1964, as amended, Title VI of the Civil Rights Act of 1964,

as amended, prohibits discrimination on the basis of race,

color or national origin in programs or activities receiving

Federal financial assistance. Employment discrimination is

covered by Title VI if the primary objective of the financial

discrimination causes or may cause discrimination in

providing services under such programs. Title IX of the

activities which receive Federal financial assistance.

Individuals with Disabilities

essential functions of the job.

agency providing such assistance.

Education Amendments of 1972 prohibits employment

assistance is provision of employment, or where employment

discrimination on the basis of sex in educational programs or

Section 504 of the Rehabilitation Act of 1973, as amended,

in any program or activity which receives Federal financial

assistance. Discrimination is prohibited in all aspects of

employment against persons with disabilities who, with

or without reasonable accommodation, can perform the

If you believe you have been discriminated against in a

assistance, you should immediately contact the Federal

program of any institution which receives Federal financial

REV. 10/20/2022

prohibits employment discrimination on the basis of disability

please dial 7–1–1 to access telecommunications relay services.

OFCCP may also be contacted by submitting a question online

Retaliation

Programs (OFCCP)

U.S. Department of Labor

Washington, D.C. 20210

1-800-397-6251 (toll-free)

200 Constitution Avenue, N.W.

REV. 09/2016

Know Your Rights: Workplace Discrimination is Illegal

Contact the EEOC promptly if you suspect discrimination.

Do not delay, because there are strict time limits for filing

1-800-669-4000 (toll free)

www.eeoc.gov/field-office)

info@eeoc.gov

Additional information about the EEOC

charge of discrimination, is available at

including information about filing a

1-800-669-6820 (TTY)

a charge of discrimination (180 or 300 days, depending on

where you live/work). You can reach the EEOC in any of the

1-844-234-5122 (ASL video phone)

an EEOC field office (information at

EMPLOYERS HOLDING FEDERAL

CONTRACTS OR SUBCONTRACTS

The Department of Labor's Office of Federal Contract

nondiscrimination and affirmative action commitments of

companies doing business with the Federal Government.

If you are applying for a job with, or are an employee of, a

company with a Federal contract or subcontract, you are

protected under Federal law from discrimination on the

Race, Color, Religion, Sex, Sexual Orientation,

Executive Order 11246, as amended, prohibits employment

discrimination by Federal contractors based on race, color,

religion, sex, sexual orientation, gender identity, or national

origin, and requires affirmative action to ensure equality of

Asking About, Disclosing, or Discussing Pay

Executive Order 11246, as amended, protects applicants

based on inquiring about, disclosing, or discussing their

compensation or the compensation of other applicants or

Section 503 of the Rehabilitation Act of 1973, as amended,

protects qualified individuals with disabilities from

discrimination in hiring, promotion, discharge, pay,

fringe benefits, job training, classification, referral, and

Disability discrimination includes not making reasonable

of an otherwise qualified individual with a disability who

accommodation to the known physical or mental limitations

contractors take affirmative action to employ and advance in

employment qualified individuals with disabilities at all levels

other aspects of employment by Federal contractors.

is an applicant or employee, barring undue hardship

of employment, including the executive level.

to the employer. Section 503 also requires that Federal

and employees of Federal contractors from discrimination

Compliance Programs (OFCCP) enforces the

Gender Identity, National Origin

opportunity in all aspects of employment.

an inquiry through the EEOC's public portal:

https://publicportal.eeoc.gov/Portal/Login.aspx

The U.S. Equal Employment Opportunity Commission (EEOC) enforces Federal laws that protect you from discrimination in employment. If you believe you've been discriminated against at work or in applying for a job, the EEOC may be able to help.

Employees (current and former), including managers and temporary employees

Job applicants Union members and applicants for membership in a

State and local governments (as employers)

What Organizations are Covered?

Educational institutions (as employers) Staffing agencies

What Types of Employment Discrimination are Under the EEOC's laws, an employer may not discriminate

against you, regardless of your immigration status, on the

- Sex (including pregnancy and related conditions, sexual orientation, or gender identity)
- Disability Genetic information (including employer requests for,
- or purchase, use, or disclosure of genetic tests, genetic services, or family medical history) Retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination

lawsuit, investigation, or proceeding. What Employment Practices can be Challenged as **Discriminatory?**

All aspects of employment, including: Discharge, firing, or lay-off

- Harassment (including unwelcome verbal or physical Hiring or promotion
- Pay (unequal wages or compensation) Failure to provide reasonable accommodation for a
- disability or a sincerely-held religious belief, observance
- Job training Classification
- Obtaining or disclosing genetic information of Requesting or disclosing medical information of
- Conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding.

"EEO is the Law" Poster Supplement

Employers Holding Federal Contracts or Subcontracts Section Revisions The Executive Order 11246 section is revised as follows: RACE, COLOR, RELIGION, SEX, SEXUAL **INDIVIDUALS WITH DISABILITIES ORIENTATION, GENDER IDENTITY, NATIONAL ORIGIN** Section 503 of the Rehabilitation Act of 1973, as amended,

employees.

Executive Order 11246, as amended, prohibits employment discrimination based on race, color, religion, sex, sexual orientation, gender identity, or national origin, and requires affirmative action to ensure equality of opportunity in all **PAY SECRECY** Executive Order 11246, as amended, protects applicants

and employees from discrimination based on inquiring about, disclosing, or discussing their compensation or the compensation of other applicants or employees. If you believe that you have experienced discrimination contact OFCCP: 1-800-397-6251 | TTY 1-877-889-5627 | www.dol.gov

protects qualified individuals with disabilities from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship to the employer. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

The Vietnam Era, Special Disabled Veterans section is revised as

PROTECTED VETERANS The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits employment discrimination against, and requires affirmative action to recruit, employ, and advance in employment, disabled veterans, recently separated veterans (i.e., within three years

of discharge or release from active duty), active duty wartime

or campaign badge veterans, or Armed Forces service medal

Mandatory Supplement to EEOC P/E-1(Revised 11/09) "EEO is the Law" Poster.

EMPLOYEE RIGHTS ON GOVERNMENT CONTRACTS

THIS ESTABLISHMENT IS PERFORMING GOVERNMENT CONTRACT WORK SUBJECT TO: (CHECK ONE)

A higher rate may be required for SCA contracts if a wage determination applies. Such wage determination will be posted as an attachment to this notice.

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

Your rate must be no less than the federal minimum wage established by the Fair Labor Standards Act (FLSA).

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

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.

No person under 16 years of age may be employed on a PCA contract.

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

> 1-866-4-USWAGE (1-866-487-9243), or visit www.dol.gov/whd Contact the Occupational Safety and Health Administration (OSHA) by calling 1-800-321-OSHA (1-800-321-6742), or visit www.osha.gov

DEPARTMENT OF LABOR WAGE AND HOUR DIVISION UNITED STATES DEPARTMENT OF LABOR UNITED STATES OF AMERICA

U.S. DEPARTMENT OF LABOR

MINIMUM WAGES

CHILD LABOR

ENFORCEMENT

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 or furnishing of materials, supplies, articles, or equipment. The act establishes minimum wage, maximum hours, and safety and health standards for work on such contracts, and prohibits the employment on contract work of convict labor (unless certain conditions are met) and children under 16 years of age. The employment of homeworkers (except homeworkers with disabilities employed under the provisions of Regulations, 29 CFR Part 525) on a covered contract is not permitted. In addition to its coverage of prime contractors, the act under certain circumstances applies to secondary

contractors performing work under contracts awarded by the Government prime contractor. All provisions of the act except the safety and health requirements are administered by the Wage and Hour Minimum Wage — 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. Overtime — 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 work, Government and non-Government, performed by the employee in any week in which covered work is performed. Child Labor — Employers may protect themselves against unintentional child labor violations by obtaining certificates of age. State employment or age certificates are acceptable.

Safety and Health — No covered work may be performed in plants, factories, buildings, or surroundings or

engaged in the performance of the contract. The safety and health provisions of the Walsh-Healey Public

Contracts Act are administered by the Occupational Safety and Health Administration.

under work conditions that are unsanitary or hazardous or dangerous to the health and safety of the employees

Posting — During the period that covered work is being performed on a contract subject to the act, the ontractor must post copies of Notice to Employees Working on Government Contracts in a sufficient number of places to permit employees to observe a copy on the way to or from their place of employment. **Responsibility for Secondary Contractors** — Prime contractors are liable for violations of the act committed by

1-866-487-9243

Specific DOL agencies are responsible for the administration of these laws. To file a complaint or obtain information, contact the Wage and Hour Division (WHD) by calling its toll-free help line at

SERVICE CONTRACT ACT **General Provisions** — The Service Contract Act applies to every contract entered into by the United States or the District of Columbia, the principal purpose of which is to furnish services in the United States through the use of service employees. Contractors and subcontractors performing on such Federal contracts must observe minimum wage and safety and health standards, and must maintain certain records, unless a specific exemption applies.

Wages and Fringe Benefits — Every service employee performing any of the Government contract work under a service contract in excess of \$2,500 must be paid not less than the monetary wages, and must be furnished the fringe benefits, which the Secretary of Labor has determined to be prevailing in the locality for the classification in which the employee is working or the wage rates and fringe benefits (including any accrued or prospective wage rates and fringe benefits) contained in a predecessor contractor's collective bargaining agreement. The wage rates and fringe benefits required are usually specified in the contract but in no case may employees doing work necessary for the performance of the contract be paid less than the minimum wage established in section 6(a)(1) of the Fair Labor Standards Act. Service contracts which do not exceed \$2,500 are not subject to prevailing rate determinations or to the safety and health requirements of the act. However, the act does require that employees performing work on such contracts be paid not less than the minimum wage rate established in section 6(a)(1) of the Fair Labor Standards Act.

payment of overtime at time and one-half the regular rate of pay for all hours work on the contract in excess of 40 a week. The Contract Work Hours Safety Standards Act is more limited in scope than the Fair Labor Standards Act and generally applies to Government contracts in excess of \$100,000 that require or involve the employment of laborers, mechanics, guards, watchmen. **Safety and Health** — The act provides that no part of the services in contracts in excess of \$2,500 may be

Overtime — The Fair Labor Standards Act and the Contract Work Hours Safety Standards Act may require the

performed in buildings or surroundings or under working conditions, provided by or under the control or supervision of the contractor or subcontractor, which are unsanitary or hazardous or dangerous to the health or safety of service employees engaged to furnish the services. The safety and health provisions of the Service Contract Act are administered by the Occupational Safety and Health Administration. Notice to Employees — On the date a service employee commences work on a contract in excess of \$2,500, the

contractor (or subcontractor) must provide the employee with a notice of the compensation required by the act.

The posting of the notice (including any applicable wage determination) contained on the reverse in a location

where it may be seen by all employees performing on the contract will satisfy this requirement. Notice in Subcontracts — The contractor is required to insert in all subcontracts the labor standards clauses specified by the regulations in 29 CFR Part 4 for Federal service contracts exceeding \$2,500. Responsibility for Secondary Contractors — Prime contractors are liable for violations of the act committed by

Other Obligations — Observance of the labor standards of these acts does not relieve the employer of any obligation he may have under any other laws or agreements providing for higher labor standards. Additional Information — Additional Information and copies of the acts and applicable regulations and interpretations may be obtained from the nearest office of the Wage and Hour Division or the national office in Washington, D.C. Information pertaining to safety and health standards may be obtained from the nearest office of the Occupational Safety and Health Administration or the national office in Washington, D.C. wh1313 REV. 04/2009

EMPLOYEE RIGHTS

their covered secondary contractors.

UNDER THE DAVIS-BACON ACT FOR LABORERS AND MECHANICS EMPLOYED ON FEDERAL OR FEDERALLY ASSISTED CONSTRUCTION PROJECTS

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 **OVERTIME**

ENFORCEMENT

APPRENTICES

DEPARTMENT OF LABOR

UNITED STATES OF AMERICA

PROPER PAY

You must be paid not less than one and one-half times your basic rate of pay for all hours worked over 40 in a work week. There are few exceptions. Contract payments can be withheld to ensure workers receive wages and overtime pay due, and liquidated damages may apply if overtime pay requirements are not met. Davis-Bacon contract clauses allow contract termination and debarment of contractors from future federal contracts for up to three years. A contractor who falsifies certified payroll records or induces wage kickbacks may

be subject to civil or criminal prosecution, fines and/or imprisonment. Apprentice rates apply only to apprentices properly registered under approved Federal or State apprenticeship programs. If you do not receive proper pay, or require further information on the applicable wages, contact the Contracting Officer listed below:

or contact the U.S. Department of Labor's Wage and Hour Division.

UNITED STATES DEPARTMENT OF LABOR

WAGE AND HOUR DIVISION





REV. 10/2017

EMPLOYEE RIGHTS

UNDER THE NATIONAL LABOR RELATIONS ACT

The NLRA guarantees the right of employees to organize and bargain collectively

with their employers, and to engage in other protected concerted activity. Employees covered by the NLRA* are protected from certain types of employer and union misconduct. This Notice gives you general information about your rights, and about the obligations of employers and unions under the NLRA. Contact the National Labor Relations Board, the Federal agency that investigates and resolves complaints under the NLRA, using the contact information supplied below, if you have any questions about specific rights that may apply in your particular workplace.

Under the NLRA, you have the right to:

• Organize a union to negotiate with your employer concerning your wages, hours, and other terms and conditions of employment.

 Form, join or assist a union. Bargain collectively through

representatives of employees' own choosing for a contract with your employer setting your wages, benefits, hours, and other working conditions.

 Discuss your terms and conditions of employment or union organizing with your co-workers or a union.

 Take action with one or more co-workers to improve your working conditions by, among other means, raising workrelated complaints directly with your employer or with a government agency, and seeking help from a union.

 Strike and picket, depending on the purpose or means of the strike or the picketing.

 Choose not to do any of these activities, including joining or remaining a member of a union.

Illegal conduct will not be permitted. If you

believe your rights or the rights of others have been violated, you should contact the NLRB promptly to protect your rights, generally within six months of the unlawful activity. You may inquire about possible violations without your employer or anyone else being informed of the inquiry. Charges may be filed by any person and need not be filed by the employee directly affected by the violation. The NLRB may order an employer to rehire a worker fired in violation of the law and to pay lost wages and benefits, and may order an employer or union to cease violating the law. Employees should seek assistance from the nearest regional NLRB office, which can be found on the Agency's website: www.nlrb.gov.

Under the NLRA, it is illegal for a union or for the for your employer to: union that represents you in bargaining with your employer to:

 Threaten you that you will lose your job unless you support the union.

Refuse to process a

criticized union officials or because you are not a member of the union Use or maintain discriminatory standards or

grievance because you have

procedures in making job referrals from a hiring hall. Cause or attempt to cause an employer to discriminate against you because of your

union-related activity. 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@nlrb.gov. An NLRB representative will email the requestor with instructions on how to schedule a relay service call.



Under the NLRA, it is illegal

 Prohibit you from soliciting for a union during non-work time, such as before or after work or during break times: or from distributing union literature during non-work time, in non-work areas, such as parking lots or break

rooms. **Question you about your** union support or activities in a manner that discourages you from engaging in that activity.

Fire, demote, or transfer

you, or reduce your hours or change your shift, or otherwise take adverse action against you, or threaten to take any of these actions, because you join or support a union, or because you engage in concerted activity

for mutual aid and protection,

or because you choose not to engage in any such activity. Threaten to close your workplace if workers choose

a union to represent them. Promise or grant promotions, pay raises, or other benefits to discourage or encourage union support.

 Prohibit you from wearing union hats, buttons, t-shirts, and pins in the workplace except under special circumstances. Spy on or videotape

peaceful union activities and gatherings or pretend to do so. *The National Labor Relations Act covers

most private-sector employers. Excluded from coverage under the NLRA are public-sector employees, agricultural and domestic workers, independent contractors, workers employed by a parent or spouse, employees of air and rail carriers covered by the Railway Labor Act, and supervisors (although supervisors that have been discriminated against for refusing to violate the NLRA may be covered).

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QR CODE Scan with phone camera: Go to: JJKeller.com/LLPverify Enter this code: 62725-012023

To update your labor law posters contact J. J. Keller & Associates, Inc. JJKeller.com/laborlaw 800-327-6868

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