

Know Your Rights!

NLRA

The National Labor Relations Act gives private sector workers the federal right to:

- Unionize
- Advocate for better wages and working conditions
- Organize without fear of retaliation from your employer

It's illegal for management to block you from exercising these rights. If that happens, you can file an Unfair Labor Practice (ULP) charge with the National Labor Relations Board (NLRB).

You'll have a strong case if you:

- Get lots of co-workers involved
- Advocate for changes that benefit all coworkers
- Make your demands public
- Have good documentation of your actions and the employer's knowledge of your actions



OSHA

Under the federal Occupational Safety & Health Act, you have the federal right to:

- **A safe working environment, including:**
 - Proper equipment
 - Training in a language you understand
- Information about your working conditions, including:
 - Copies of your medical records from your employer
 - Records of work-related injuries and illnesses (OSHA 300 logs)
- **Exercise these rights without retaliation, including:**
 - Refusing to work in a situation that feels dangerous
 - Reporting an injury or illness to OSHA or your employer
 - Requesting an OSHA inspection and participate in the on-site inspection
- Report hazardous working conditions before someone gets hurt

