

# ADDITIONAL RIGHTS

## under the National Labor Relations Act

The National Labor Relations Board (NLRB) requires all employers subject to the National Labor Relations Act (NLRA)—including employers in the construction industry—to display a notice in their workplaces listing certain employee rights under the NLRA. The NLRB notice posting requirement permits employers to post their own notice, as long as it does not contain “threat[s] of reprisal or force, or promise[s] of benefit.” We are therefore advising employees of additional rights under the law:

### **Under the NLRA:**

**YOU HAVE THE RIGHT** to refuse to support or vote for any union.

**YOU HAVE THE RIGHT** to work, think, and speak for yourself, without paying dues to any union.

**YOU HAVE THE RIGHT** to refuse to sign any union authorization card or petition without fear of threats or reprisals.

**YOU HAVE THE RIGHT** to perform work and be rewarded based on merit, without worrying about where you rank on a union hiring hall list.

**YOU HAVE THE RIGHT** to work without being threatened, fined or harassed for crossing a union picket line.