

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

## **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](http://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.
- 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.

## **5. 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.

## **6. 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.

## **7. 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.

## **8. 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.

## **9. 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.

## **10. 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.

Contact: [www.nlr.gov](http://www.nlr.gov) or 1(888) 667-6572.

**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: 412-395-5966

**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: 404-331-2858

**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

**El Paso (Resident Office, 28)**  
TEL: 915-592-6571  
FAX: 915-592-6572

**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

## Speakers

The NLRB's Outreach and Public Information Programs help to educate the citizens we serve and provide needed services to those who rely upon the NLRB to enforce the statute. To do this, the NLRB maintains a centralized Speakers' Bureau to handle requests for NLRB representatives to make presentations that explain what we do.

NLRB representatives may be available at no cost to speak at and participate in meetings, conferences and seminars with a variety of organizations, including but not limited to:

- Employee and employer groups,
- Professional associations,
- Local, state and federal agencies,
- Worker advocacy groups,
- Student groups/Schools,
- Non-profit entities,
- Elected officials,
- Veterans' groups,
- Community organizations, and
- Other members of the general public

NLRB professionals referred by our Speakers' Bureau will provide general information about the NLRB, its mission, and the process for filing charges and petitions. This service is available nationwide.

[http://www.nlr.gov/about\\_us/speakers.aspx](http://www.nlr.gov/about_us/speakers.aspx)



Protecting Workplace Democracy



National  
Labor  
Relations  
Board

Toll Free  
866-667-NLRB  
866-667-6572

[www.nlr.gov](http://www.nlr.gov)

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