

TAKE A QUIZ!

1. What is another name for the National Labor Relations Act?
2. True or false: the right to discuss working conditions on social media is a right outlined by the National Labor Relations Act?
3. The NLRB breaks the country into regions. What region is New York in?
4. What percent of workers belong to unions in the United States today?
5. What year was the National Labor Relations Act passed?
6. Which US president signed the act?
7. What are Weingarten's Rights?
8. The National Labor Relations Act was weakened by which act in 1959? How was it weakened?

Answers:

1. Wagner Act 2. True 3. Region 02 4. 10.3% 5. 1935 6. Franklin D. Roosevelt 7. The Right to Request Representation During an Investigatory Interview 8. The Landrum-Griffin Act banned secondary boycotts and restricted picketing rights.

TAKE A LOOK AT THE NATIONAL LABOR RELATIONS BOARD WEBSITE!



Sources: 1) The National Labor Relations Board website; 2) The Aspen Institute

Disclaimer: Brochure created by students who participated in the National Labor Relations Board's Student Ambassador Program. The views expressed here are exclusively those of the students and do not represent the views of the NLRB.



HISTORY

1935

The National Labor Relations Act was introduced to the senate by Senator Wagner as "The Wagner Bill". This bill enforced employee rights instead of just mediating dispute sand proposed the National Labor Relations Board. The bill passed in both houses by June and was signed by President Roosevelt on July 5th, 1935

1937

The Supreme Court upholds the act's constitutionality.

1947

The Taft-Hartley Act banned union agreements that compelled employees to join unions or non-union members to pay union dues. It also narrowed the scope of the act in terms of what constituted unfair employer practices, and emphasized unfair union practices.

1959

The Landrum-Griffin Act banned secondary boycotts and restricted picketing rights.

Today, only 10.3% of workers (6.1% in the private sector) belong to a union, despite the fact that almost half of non-unionized workers want to join a union.

KNOW YOUR RIGHTS

The National Labor Relations Act grants employees certain rights to improve worker conditions.

These rights include:

- The Right to Discuss Wages
- The Right to Form a Union
- The Right to Join a Union
- The Right to Not Join a Union
- The Right to Strike
- The Right to Request Representation During an Investigatory Interview (Weingarten Rights)
- The Right to Discuss Working Conditions on Social Media
- The Right to Exercise Workers' Rights Without Retaliation from Employers

APPLICATIONS

Here are a few example cases:

Tschiggfrie Properties, LTD, 368 NLRB No. 120 (11/22/2019)

The employer had fired a worker ,Darryl Galle, for engaging in union activity. The NLRB was able to determine that the firing was directly related to the union activity, and as a result Galle was fully reinstated to his position, compensated for his lost wages, and the documentation of his termination was erased.

PRIME HEALTHCARE PARADISE VALLEY, LLC, 368 NLRB No. 10 (06/18/2019)

The employer had mandated a Mediation and Arbitration Agreement with its workers that prevented them from engaging in collective action against the employer. The employer was forced to stop using that agreement and to notify all its workers that it had done so.