

## SECTION 7 RIGHTS FOR NON-UNION WORKERS UNDER THE NATIONAL LABOR RELATIONS ACT

Section 7 of the National Labor Relations Act (the Act) guarantees employees “the right to ... engage in other concerted activities for the purpose of ... mutual aid or protection ...”

This is a very important law for workers in the private sector, that is non-government workers.

The Act does not apply to supervisors.

If two or more employees have a job problem and make a complaint about it, the Act protects them against retaliation.

The employees must identify themselves.

The complaint should be in writing and a copy kept for their records.

“Concerted activities” can include any job condition and are not limited to traditional federal discrimination or wage violations. If for example, someone is being harassed by a supervisor but the harassment does not violate federal law The Act is a good way to make a complaint.

Do NOT make these complaints by yourself or you will NOT be protected by the law.

The National Labor Relations Board (NLRB) has a very good procedure if you are retaliated against for making one of these “concerted activities” group complaints