

COLLECTIVE ACTIVITIES



Collective activities by workers to improve their working conditions or wages are protected by the National Labor Relations Act (NLRA).

What activities are protected?

The NLRA protects activities of 2 or more workers who try to improve their working conditions, such as:

- Two or more workers who talk to the employer about improving their jobs or their wages.
- This may include the two workers speaking at the same time or one worker speaking on behalf of another or others about vacations.
- A worker who talks to the employer about her own work and the work of another employee about improving her working conditions.
- Two or more workers who meet to discuss their wages or other working conditions.

Although these are protected activities, if you do not have a union and a collective contract, workers are still at the whim of the employer, and will need to prove to the NLRB that a violation of their protected rights has been committed. Only by forming a union can you have full legal protection.

Section 7 of the NLRA says:

“Workers shall have the right to organize, to form or join or help to form unions and to bargain collectively through their representatives, and to organize other collective actions for the purpose of collective bargaining or to help and protect each other and shall also have the right not to participate in such activities”