Under the NLRA, you have the right to:

- Organize a union to negotiate with your employer about your terms and conditions of employment.
- Be a member of or not to be a member of a union.
- Choose not to do any of these activities, including joining or remaining a member in a union.
- FILE A COMPLAINT.

Under the NLRA, it is illegal for your employer to:

- Prohibit you from forming or joining a union or spending your own money to support a union.
- Prohibit you from discussing union affairs or supporting or opposing a union in any way.
- Discourage you from joining or supporting a union.
- Fire, discipline, or otherwise penalize you for your union activities.
- Refuse to bargain with a union that represents a majority of your employees.
- Refuse to negotiate in good faith.
- Make changes to a collective bargaining agreement without your agreement.

Under the NLRA, it is illegal for an union or for the employer to:

- refuse to bargain with a union that represents a majority of your employees.
- discriminate in terms and conditions of employment against anyone involved in a labor dispute.
- interfere with your rights to bargain with your employer.
- discriminate in hiring, promotion, discharge, pay, fringe benefits, or other terms and conditions of employment against anyone involved in a labor dispute.

Under the National Labor Relations Act, employers are required to:

- give employees the right to form or join unions.
- bargain collectively with those unions.
- respect the right of employees to engage in a labor dispute.
- not discriminate against employees for exercising their rights under the NLRA.

Under the NLRA, the National Labor Relations Board (NLRB) determines the bargaining unit, and conducts the election.

Under the NLRA, the NLRB investigates and, where appropriate, takes action on unfair labor practices.

Under the NLRA, the U.S. Department of Labor, Wage and Hour Division (WHD), enforces provisions related to minimum and overtime wages, hours, and Federal wage and labor law institute.