

KNOW YOUR RIGHTS

Bank, credit union and other finance workers are covered under the National Labor Relations Act (NLRA), which provides the legal right for all private sector employees to form a union.

WHY A UNION?

We form unions because together, we can negotiate for improved wages, benefits and working conditions in a binding union contract.

IT IS ILLEGAL FOR YOUR EMPLOYER TO

- **Make promises, bribe, or favor employees** to convince them not to form a union;
- **Ask you what your opinion** about unions is;
- **Threaten to fire or fire you** for supporting your union;
- **Harass, discipline, transfer you** to another location, call center, or other worksite for supporting your union.

THE NLRA STATES:

Section 7: “Employees shall have the right to self-organization, to form, join, or assist labor organizations to bargain collectively through representation of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining...”

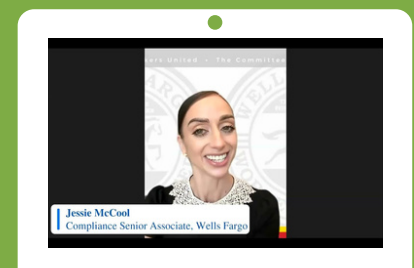
Section 8: “It shall be an unfair labor practice for an employer... to interfere with, restrain, or coerce employees in the exercise of the rights guaranteed in Section 7...”

View the full text of the NLRA at www.nlrb.gov.



WHAT ABOUT STRIKES?

- In 98% of first contracts, union workers negotiate successfully without a strike.
- Members only go out on strike during contract negotiations if a majority of workers vote to strike.



ATTEND A TRAINING

Sign up at betterbanks.org

If you want to learn more about CBB, your labor rights and how to organize a union at your workplace, sign up for an upcoming training.