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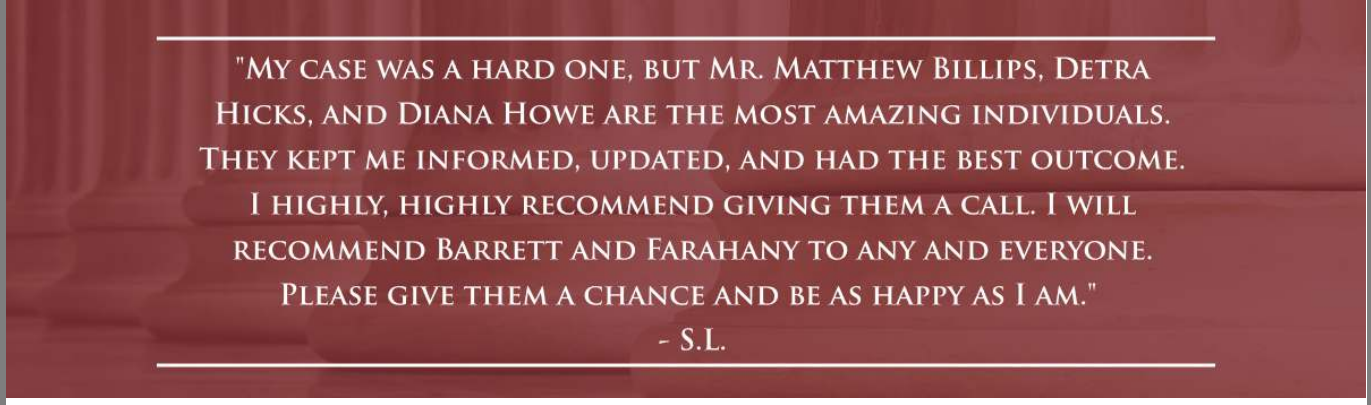
DID YOU KNOW YOU HAVE THE RIGHT TO DISCUSS PAY AND WORKING CONDITIONS?

Have you ever been told not to discuss your paycheck with coworkers? That common workplace “rule” is often illegal. The National Labor Relations Act, passed in 1935, gives most private-sector workers the power to speak up about wages and working conditions without fear.

Understanding these protections matters because knowledge is your first line of defense. When you know your rights, you can recognize when an employer crosses the line and take action to protect yourself and your coworkers.

The workplace retaliation lawyers at Barrett & Farahany break down what the NLRA protects, what employers cannot do, who is covered, and what steps to take if your rights are violated.



What Does the NLRA Protect?

The NLRA safeguards several key freedoms for employees. Here is what the law covers.

1. Your Right to Discuss Pay

You have the legal right to talk about your pay, salary, and benefits. Your right to discuss pay extends to conversations with coworkers, unions, and even the public. No employer policy can lawfully take that right away.

2. Your Right to Discuss Working Conditions

Your right to discuss working conditions covers hours, safety concerns, and general workplace rules. You can raise these issues with other employees whenever you choose. Open conversations about safety and scheduling are exactly what the law aims to protect.

3. What Is Concerted Activity?

Concerted activity means acting together with coworkers to address or protest workplace issues. This includes signing petitions, raising group complaints, and discussing problems on social media. When two or more employees act for their mutual benefit, the NLRA protects that activity.

4. Do You Have to Join a Union?

No. Union freedom means you can join or assist a union, or you can choose not to. The decision is entirely yours, and your employer cannot pressure you either way...

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