### WALSH-HEALEY PUBLIC CONTRACTS ACT

## **EMPLOYEE RIGHTS ON GOVERNMENT CONTRACTS**

THIS ESTABLISHMENT IS PERFORMING GOVERNMENT CONTRACT WORK SUBJECT TO: (CHECK ONE)

SERVICE CONTRACT ACT (SCA)

☐ PUBLIC CONTRACTS ACT (PCA)



#### PAID SICK LEAVE FOR FEDERAL CONTRACTORS

### WORKER RIGHTS UNDER EXECUTIVE ORDER 13706

PAID SICK LEAVE FOR FEDERAL CONTRACTORS
ONE HOUR OF PAID SICK LEAVE FOR EVERY 30 HOURS WORKED, UP TO 56 HOURS EACH YEAF







#### PAY TRANSPARENCY

# **PAY TRANSPARENCY**

NATIONAL LABOR RELATIONS ACT

# **EMPLOYEE RIGHTS**

The numb guarantees are night of employees to displanted and burgain concertively with intelligent employees, and to engage in ourse protected concerted activity. Employees covered by the NLRA\* are protected from certain types of employers and union misconduct. This Notice gives you general information about your rights, and about the obligations of employers and unions under the NLRA. Contact the National Labor Relations Board, the Federal agency that investigates and resolves complaints under the NLRA, using the contact information supplied below, if you have any questions about specific rights that may apply in your particular workplace.

### Under the NLRA, you have the right to:

- Organize a union to negotiate with your employer concerning your wages, hours, and other terms and conditions of employment. Form, join or assist a union.
- Bargain collectively through representatives of employees' own choosing for a contract with your employer setting your wages,

OFCIP

- benefits, hours, and other working conditions.
- Discuss your terms and conditions of employment or union organizing with your co-workers or a union
- Take action with one or more co-workers to improve your working conditions by, among other means, raising work-related complaints directly with your employer or with a government agency, and seeking help from a union.

  Strike and picket, depending on the purpose or means of the strike or the picketing.
- Choose not to do any of these activities, including joining or remaining a member of a union.

#### Under the NLRA, it is illegal for a union or for the Under the NLRA, It is illegal for your employer to: union that represents you in bargaining with your

- Prohibit you from soliciting for a union during non-work time, such as before or after work or during break times; or from distributing union literature during non-work time, in non-work areas, such as parking lots or break rooms. Question you about your union support or activities in a manner that discourages you from engaging in that activity.
- Fire, demote, or transfer you, or reduce your hours or change your shift, or otherwise take adverse action against you, or threaten to take any of these actions, because you join or support a union, or because you engage in concerted activity for mutual aid and protection, or because you choose not to
- engage in any such activity.

  Threaten to close your workplace if workers choose a union to represent them
- Promise or grant promotions, pay raises, or other benefits to discourage or encourage union support. Prohibit you from wearing union hats, buttons, t-shirts, and pins in the workplace except under special circumstances.

This is an official Government Notice and must not be defaced by anyone.

Spy on or videotape peaceful union activities and gatherings

If you and your coworkers select a union to act as your collective bargaining representative, your employer and the union are pargaining representative, you employer and the union are required to bargain in good faith in a genuine effort to reach a written, binding agreement setting your terms and conditions of employment. The union is required to fairly represent you in bargaining and enforcing the agreement.

· Threaten you that you will lose your job unless you support union officials or because you are not a member of the union.

Use or maintain discriminatory standards or procedures in making job referrals from a hiring hall.

Cause or attempt to cause an employer to discriminate against you because of your union-related activity. Take other adverse action against you based on whether you have joined or support the union.

Illegal conduct will not be permitted. If you believe your rights or the rights of others have been violated, you should contact the Integral controls with the permittee. In you believe your ingrist of the rights or other have been violated, you should contact the NLBs promptly to protect your rights, generally within six months of the unlawful activity. You may inquire about possible violations without your employer or anyone else being informed or the inquiry. Charges may be filed by any person and need not be filed by the employee directly affected by the violation. The NLTBs may order an employer to rehire a worker fired in violation of the law and to pay lost wages and benefits, and may order an employer or union to cease violating the law, Employees should seek assistance from the nearest regional NLRB office, which can be found on the Agency's website: www.nlrb.gov.

You can also contact the NLRB by calling toll-free: 1-844-762-NLRB (6572). Hearing impaired callers who wish to speak to an NLRB representative should contact the Federal Relay Service by visiting its website at <a href="https://www.federalrelay.us./ttly.calling.one">https://www.federalrelay.us./ttly.calling.one</a> (its toll free numbers, and asking its Communications Assistant to call the NLRB toll free number at 1-844-762-NLRB (6572).

\*The National Labor Relations Act covers most private-sector employers. Excluded from coverage under the NLRA are public-sector employees, agricultural and domestic workers, independent contractors, workers employed by a parent or spouse, employees of air and rall carriers covered by the Rallway Labor Act, and supervisors (although supervisors that have been discriminated against for refusing to violate the NLRA may be covered).



### FEDERAL MINIMUM WAGE FOR CONTRACTORS

### **WORKER RIGHTS UNDER EXECUTIVE ORDER 13658**

### FEDERAL MINIMUM WAGE FOR CONTRACTORS

\$10.95 PER HOUR EFFECTIVE JANUARY 1, 2021 - DECEMBER 31, 20







Esta organización participa en E-Verify



# GHT TO WORK

# WHISTLEBLOWER RIGHTS

# **OSHA Fact** Sheet



#### U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSI **EQUAL EMPLOYMENT OPPORTUNITY IS THE LAW**

## PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE