

Organizing Rights Under the Railway Labor Act

KNOW-Your-Rights

Know Your Rights When Organizing an Employer Covered by the Railway Labor Act!

Under the RLA, *an employer is prevented from:*

1. Surveillance of organizing activities
2. Threatening to sue in an effort to suppress support
3. Terminating/disciplining or threatening to terminate/discipline employees for supporting the union
4. Barring employees from soliciting cards or membership during non-work time and in non-work areas if the Company does not have a specific and non-discriminatory policy banning all solicitation (a non-work area generally includes break rooms, crew lounges, anywhere where work is not performed)
5. Asking about confidential union matters (i.e. whether you signed a card)
6. Asking about whether the employee supports the union
7. Threatening to discontinue existing benefits
8. Promising to give employees promotions, raises, or other benefits in exchange for voting against the union
9. Endorsing one Union over another
10. Preventing an employee from voting
11. Knowing how the employee voted
12. Prohibiting an employee to wear his pin on the job if it does not contain a controversial statement or violate company policy or uniform requirements
13. Preventing an employee from handing out leaflets on his own time in non-work areas
14. Preventing an employee from discussing the prospect of a union while at work if it does not interfere with work duties (contrast this with how an employee should only hand out representation cards during non-work time in non-work areas)

45 U.S.C. § 152 (Third), (Fourth); 29 C.F.R. § 1205.2.