

KNOW YOUR RIGHTS.

RAILWAY LABOR ACT (RLA)

The Railway Labor Act is a United States federal law that governs labor relations in the railroad and airline industries. The Act seeks to substitute bargaining, arbitration, and mediation for strikes to resolve labor disputes. Its provisions are enforced by the National Mediation Board.

One of the purposes of the Railway Labor Act (RLA) is to effectuate employee rights to self-organization. The RLA provides that employees shall have the right to organize and bargain collectively through representatives of their own choosing and to be free from interference, influence, or coercion in their exercise of free choice.

IAMDelta.net



The Railway Labor Act protects the following rights to self-organize:

- The right to join the union and to ask others to join the union.
- The right to attend union meetings and to ask others to attend union meetings.
- The right to wear a union pin on the job so long as it does not carry a controversial slogan or violate company policy or uniform requirements.
- The right to hand out union leaflets on the employee's own time in non-work areas and break rooms and to post such leaflets and information on the employees' bulletin board in break rooms.
- The right to assist in, and encourage others to support, the union, so long as such efforts do not interfere with work or violate posted company policy.
- The right to discuss the union during work just the same as they can talk about family, the weather, the latest sports scores, or industry news.
- The right to engage in organizing activity, like urging coworkers to vote for the union, before and after work, and during breaks, in break rooms, parking lots and other non-work areas.

To safeguard these rights, the Railway Labor Act makes the following interference conduct by management unlawful:

- Polling and/or surveilling employee organizing activities, including whether an employee signed an authorization card, supports the union or how they voted.
- Terminating/disciplining or threatening to terminate/discipline employees for supporting the union.
- Forming or encouraging employees to join employee committees during the organizing drive or using existing employee committees to engage in anti-union efforts.
- Conveying inaccurate or misleading information about union elections or prevent employees from participating in an election.
- Soliciting or accepting authorizations or ballots from employees.
- Promising to give employees promotions, raises, or other benefits in exchange for voting against the union or threatening to discontinue existing benefits, pay or position because employees support the union.

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