



You have the right to **organize** at work!

Are you feeling unsafe at work? Do you think you and your coworkers are underpaid? **You have the right to demand better!**

You have the right to organize:

- You have the right to **talk to your coworkers** about salaries, benefits, and other working conditions, including over social media.
- You have the right to get together with coworkers to **make a demand together** for better pay, safety equipment, scheduling, policies—whatever you think the problem is at work!
- You have the right to **form a union**, but you don't need a union to take action
- You have the right to **strike**

If your employer retaliates against you for any of the above, it is illegal.

You can file a complaint with the National Labor Relations Board for retaliation if you're fired, demoted, given worse shifts, or face other consequences for organizing at work, by calling 1-844-762-NLRB (6572).

How do I organize at my job?

If you and your coworkers aren't getting what you need, whether it's enough sick days or any other issues, take action together. Steps you can take:

1. You must talk to coworkers!

- a. Talk to your coworkers! Even talking to one coworker and then making a demand together is protected under the law (acting on your own to ask for a raise or anything else is not protected under the law)
- b. You have more power if you can get a lot of coworkers to join you—think about who has spoken up in the past, who has the trust of your coworkers, and who would be willing to help

2. Come up with list of demands

3. Put your demands in a letter or petition and give it to your boss

- a. Try to get others to sign on—if need be, you can do it in a way that doesn't reveal all names
- b. Consider presenting letter as a group so the boss knows you are serious
- c. You can find a sample petition at www.clsphila.org/organize

4. Think about whether to go public with your demands to put pressure on your employer

- a. You can find a list of unions and other groups that may be able to help you at www.clsphila.org/organize

Some of my coworkers are immigrants, is it safe for them to organize?

Immigrant workers are protected under the law, but they might be fearful about speaking up for a variety of reasons: they might be extra worried about getting fired because many won't qualify for unemployment, or might have been threatened by the boss in the past. Talk to them to find out about their concerns and think about consulting with a labor lawyer if there have been threats in the past.