

We Have the Legal Right to Form a Union

Healthcare professionals are coming together to have a voice in our workplace. That is why knowing our rights is so important.

Know Your Rights

- **We have the right to talk about forming a union with our colleagues** in non-patient care areas at non-patient care times (in break rooms, locker room, etc.).
- **We have the right NOT to talk about forming our union with management.** If management pulls you into a “captive audience” or 1-on-1 meeting, you are not required to talk about your union activities. You can simply say “I prefer not to discuss this.” You can also document what is said in case it violates the law.
- **We have the right** to join, form, or assist a union. We have the right to attend meetings about joining, forming or assisting a union.
- **We have the right** to discuss our wages, benefits, and other terms and conditions of our employment. (The administration wants us to keep quiet, but our power comes through sharing knowledge.)
- **We have the right** to take action with one or more co-workers to improve our working conditions.

Of course, everyone also has the right not to do any of these things! Learn more at NLRB.gov.

Any attempt to infringe on our rights to do any of the above actions is a violation of the National Labor Relations Act and is illegal.

Report any violations by emailing: minurses@minurses.org

Management is expressly prohibited by federal labor law from interfering with, restraining, or coercing employees in the exercise of rights relating to organizing, forming, joining or assisting a labor organization for collective bargaining purposes or refraining from any such activity.

MI **NURSES** Association

Affiliate of National Nurses United and AFL-CIO

