

# Vermont Federation of Nurses & Health Professionals

UP AFT VT

## Your Rights as a VFNHP Member

### National Labor Relations Act

The National Labor Relations Act extends rights to many private-sector employees including the right to organize and bargain with their employer collectively.

Employees covered by the Act are protected from certain types of employer misconduct and have the right to attempt to form a union where none currently exists.

### **Under the NLRA, Section 7, you have the right to:**

- ❖ join or assist a labor organization at your place of work
- ❖ participate in organizing a union
- ❖ bargain collectively through representatives of your choosing
- ❖ engage in **concerted activities** for the purpose of collective bargaining

The NLRA also protects any individual employee's right to engage in union support, membership, and activities.

To enforce Section 7, Federal law makes certain employer conduct illegal. When FAHC breaks these laws, it is called an **Unfair Labor Practice**.

### **Your supervisor is breaking the law if she/he does any of the following:**

- ❖ Asks if you are a member of the union
- ❖ Asks if you have been to union meetings
- ❖ Hints or directly threaten to close down your place of work if you support the union
- ❖ Hints or directly threaten to discipline or penalize you for union membership, support or activity
- ❖ Transfers you to a less desirable position or shift because of union membership, support or activity
- ❖ Hints or directly threaten to take away any benefit you currently have because of your union membership, support or activity.

### As a Steward

If you serve as a steward, you have additional rights.

When you meet with management as a steward you are their legal equal. As a steward you are fulfilling an important role and the manager cannot tell you how to do your job. You have the right to speak, to ask the employee to stop speaking, to ask for a "caucus" or time-out to get advice from another steward or the office, to take notes, and to stop the meeting if you feel the meeting is getting out of control. Protecting the employee and the employee's rights is your job, and you should be permitted to do your job to the best of your ability.

### As a Member

And of course, you have the right to the benefits that are outlined in our contract. If you are denied a benefit that is outlined in the contract you, you should contact a steward or the union office immediately. Article 40, Grievance and Arbitration, explains the process for resolving issues. We have been extremely successful in resolving membership issues because we are committed to organizing membership support for each grievance.\*

**You absolutely can talk about the union at work.  
You are a union nurse and you *are* the union at work.  
You can use FAHC email & faxes to communicate about union info.**

(\*Individual personal issue grievances are confidential.)