Each worker with a disability and, where appropriate, the parent or guardian of such worker, shall be informed. No person under 16 years of age may be employed on a PCA. Minors younger than 18 years of age must be employed in accordance with the child labor provisions of the
The U.S. Department of Labor's Wage and Hour Division (WHD) is responsible for enforcing the
PAY TRANSPARENCY
PAY TRANSPARENCY NONDISCRIMINATION PROVISION
The contractor will not discriminate against or harass any employee or applicant on the basis of race, color, religion, sex (including pregnancy), national origin, age, sexual orientation, gender identity or expression, disability, orbecause of any other legally protected status.
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EEO is the Law Supplement
"EEO is the Law" Supplement
Employers Holding Federal Contracts or Subcontracts Section Revisions

Minimum Wage
Worker Rights Under Executive Order 13658

U.S. Department of Labor
Walsh-Healey/Service Contracts
EMPLOYEE RIGHTS ON GOVERNMENT CONTRACTS
This establishment performs government contract work subject to
SERVICE CONTRACT ACT (SCA) & PUBLIC CONTRACTS ACT (PCA)

SERVICE CONTRACT ACT (SCA)

PUBLIC CONTRACTS ACT (PCA)

EMPLOYEE RIGHTS UNDER THE NATIONAL LABOR RELATIONS ACT

The NLRA guarantees the right of employees to organize and bargain collectively with their employers, and to engage in other protected concerted activity. Employees covered by the NLRA are protected from certain types of employer and union misconduct. This Notice gives you general information about your rights, and about the obligations of employers and unions under the NLRA. Contact the National Labor Relations Board, the Federal agency that investigates and resolves complaints under the NLRA, using the contact information supplied below, if you have any questions about specific rights that may apply in your particular workplace.

Under the NLRA, you have the right to:

• Organize a union to negotiate with your employer concerning your wages, hours, and other terms and conditions of employment.
• Form, join, or assist a union.
• Bargain collectively through representatives of employees' own choosing for a contract with your employer setting wages, benefits, hours, and other conditions of employment.
• Discourage any person or organization from engaging in activities, among other things, making work-related complaints directly with your employer or with a government agency, and seeking help from a union.
• Strike and picket, depending on the purpose or means of the strike or the picketing.
• Choose not to do any of these activities, including joining or remaining a member of a union.

Under the NLRA, it is illegal for your employer to:

• Prohibit you from soliciting for a union during non-work time, such as before or after work or during break times, or from distributing union literature during non-work time, in non-work areas such as parking lots or break rooms.
• Question you about your union support or activities in a manner that discourages you from engaging in that activity.
• Fire, demote, or transfer you, or reduce your hours or change your shift, or otherwise take adverse action against you, or threaten to take any of these actions, because you join or support a union, or because you engage in concerted activity for mutual aid and protection, or because you choose not to engage in any such activity.
• Threaten to close your workplace if workers choose a union to represent them.
• Promise or grant promotions, pay raises, or other benefits to other employees or applicants as a part of their essential bargaining unit activities.

Illegal conduct will not be permitted. If you believe your rights or the rights of others have been violated, you should contact the NLRB promptly to protect your rights, generally within six months of the unlawful activity. You may inquire about possible violations without fear of reprisal from your employer or anyone else informed of the inquiry. Charges may be filed by any person and need not be filed by the employee directly affected by the violation. The NLRB may order an employer to rehire a worker fired in violation of the law and to pay lost wages and benefits, and may order an employer or union to cease violating the law. Employees should seek assistance from the nearest regional NLRB office, which can be found on the Agency’s website: www.dol.gov/whd/.

If you or your coworkers select a union to act as your collective bargaining representative, your employer and the union are required to bargain in good faith in a genuine effort to reach a written agreement setting your terms and conditions of employment. You are required to fairly represent you in bargaining and enforcing the agreement.

This is an official Government Notice and must not be defaced by anyone.

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