

# **National Labor Relations Act (as amended)**

## Section 7

### RIGHTS OF EMPLOYEES

Employees shall have the right to self-organization; to form, join; or assist labor organizations; to bargain collectively through representatives of their own choosing; and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, and shall also have the right to refrain from any or all of such activities except to the extent that such right may be affected by an agreement requiring membership in a labor organization as a condition of employment as authorized in Section 8(a)(3) [refers to union shop clause in contract].

## **National Labor Relations Act (as amended)**

### Sections 8(a)(1), (3), (5)

Section 8(a)(1) prohibits employer interference in the exercise of employees' Section 7 rights, thus enabling the steward to represent union members without unfair limitations.

Section 8(a)(3) prohibits employer discrimination against employees who engage in protected activity, thus enabling the steward to represent union members without fear of retribution.

Section 8(a)(5) prohibits an employer's refusal to bargain with the union, thus compelling the employer to participate in a contractually stipulated grievance procedure.