






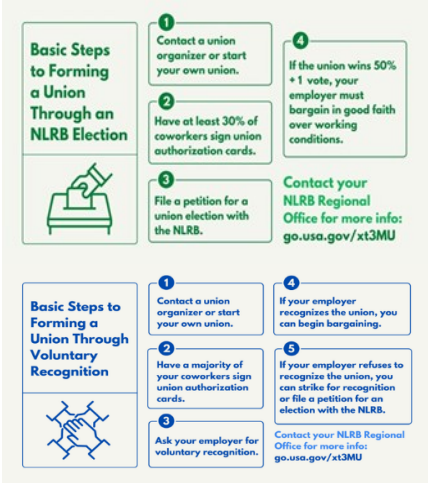
Pro-Union		Pro-Employer		General
Union Elections Won / Votes Scheduled / Decertification Barred / R Cases / Employee Status	Employer ULP / Injunction / Back Pay Award Cases / No Union ULP	Union Elections Lost / No Vote Scheduled / R Cases	Union ULP / Injunction Cases / No Employer ULP	
(08.03.21) NLRB Hearing Officer issues report recommending second union election in Amazon's Bessemer, AL facility. The parties will now have an opportunity to file exceptions to the report.	(07.23.21) Region 28 wins injunction requiring Red Rock Casino Resort & Spa to remedy "outrageous" unfair labor practices		(10.08.21) Region 22-Newark obtains settlement reforming union hiring hall practices and compensating members impacted by union's unlawful conduct.	(07.22.2021) Today we welcome Jennifer Abruzzo as the new NLRB General Counsel
(09.14.21) NLRB Region 20-San Francisco announced the results in the Dandelion Chocolate union election.	(09.02.21) You can listen to the Sure-Tan argument and read the decision here: https://oyez.org/cases/1983/82-945			(07.26.21) Sabias que la NLRB tiene oficiales de informacion listos para ayudarle? Llamenos al 1-877-762-NLRB
(09.29.21) The GC also advises that, where appropriate, she will allege that misclassifying such employees as mere "student-athletes" and leading them to believe that they are not entitled to protections has a chilling effect on Section 7 activity and is an independent violation of the Act.	(09.14.21) In August 2021, the NLRB investigated and prosecuted violations of workers' rights that have resulted in recovering \$4,019,992.			(07.26.21) Did you know the NLRB has Information Officers ready to help you? Call us at 1-844-762-NLRB
(09.29.21) Today, in a new memo, General Counsel Jennifer Abruzzo explains her position that certain Players at Academic Institutions are employees under the National Labor Relations Act.	(09.21.21) In 1975, the Supreme Court issued its decision in NLRB v. Weingarten holding that an employer cannot force a worker to be questioned without a union rep present during an investigatory interview, if the worker reasonably fears they may be subject to discipline.			(07.27.21) The NLRB is hiring. The FOIA Branch...is looking for a Supervisory Attorney.

(10.04.21) NLRB Region 5-Baltimore announces results in Defenders of Wildlife union election. Read more: https://nlrb.gov/news-outreach/region-05-baltimore/region-5-announces-results-in-defenders-of-wildlife-election	(09.24.21) The GC will examine whether a return to Joy Silk is necessary to fulfill the Act's mission. If a charge is filed alleging an employer is refusing to bargain, without a good faith doubt of a union's majority status, she'll consider asking the Board to resume applying Joy Silk.			(07.30.21) The NLRB is looking to hire Program Support Assistants
(10.29.21) NLRB Subregion 34 of Region 1 Announces Results in Dollar General Election. Read more: https://nlrb.gov/news-outreach/region-01-boston/nlrb-subregion-34-of-region-1-announces-results-in-dollar-general	(09.24.21) 73 years ago today, the United Textile Workers of America urged Joy Silk Mills to recognize it as the collective bargaining representative of Joy Silk's employees. Joy Silk's refusal, which the NLRB found was in bad faith, led to what is known today as the Joy Silk doctrine.			(09.01.21) The NLRB website has posters of the rights of employees in 26 languages
(11.24.21) Region 27-Denver Announces Results in HelloFresh Union Election.	(10.04.21) Region 20-San Francisco Wins Administrative Law Judge Decision Ordering Reinstatement and Backpay for Illegally Fired Mechanics. Read more: https://nlrb.gov/news-outreach/region-20-san-francisco/region-20-wins-administrative-law-judge-decision-ordering			(09.01.21) Did you know that you can find the NLRB's employee rights posters in 26 different languages?
(12.09.21) NLRB Region 3-Buffalo Announces Results of Starbucks Ballot Count.	(10.05.21) The GC has said she will examine whether a make-whole remedy for workers' lost opportunity to bargain is necessary to fulfill the Act's mission. If a charge is filed alleging an employer is refusing to bargain, she'll consider asking the Board to revisit Ex-Cell-O.			(09.01.21) Speak Spanish? Listen to Region 16 Houston Field Examiner Alex Hernandez explain workplace right under the National Labor Relations Act in Spanish on the weekly program "Tu Consulado, Tu Voz"
(12.14.21) NLRB Region 2-Manhattan Announces Results of Citizen Ballot Count.	(10.05.21) In the 1970s, the D.C. Circuit told the NLRB that it could grant a monetary remedy to workers for the period in which an employer illegally refuses to bargain—but the NLRB doesn't do that today. The General Counsel will urge the Board to use this power in appropriate cases.			(09.01.21) Speak Spanish? Region 12 Field Examiner Ricardo Morillas will present information about the NLRB at an event hosted by @ConsulMexOrl as part of #LaborRightsWeek.facebook.com
(01.07.22) NLRB Region 19 completed a ballot count on January 6, 2022 in a union election involving employees at Image Comics choosing whether or not to be represented by Comic Book	(10.08.21) Region 31-Los Angeles complaint seeks full remedies against restaurant for failing to bargain in good faith with the union.			(09.01.21) La NLRB puede certificar visas U&T para empleados inmigrantes que son víctimas de ciertos delitos y solicitar la acción diferida para los que han sido objeto de represalias por trabajar con sus colegas para mejorar sus condiciones de empleo. Llama: 1-844-762-6572

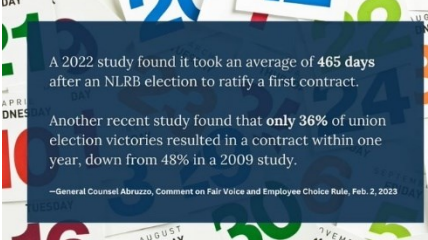
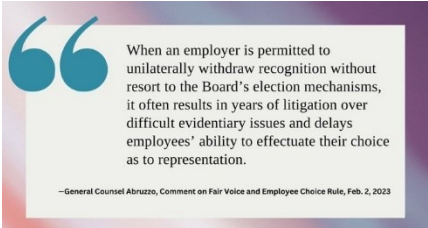
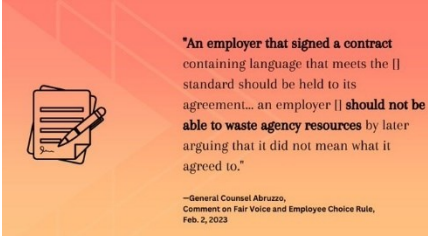
Workers United, affiliated with the Communication Workers of America.				
(02.25.22) NLRB Region 28 Announces Results of Mesa, Arizona Starbucks Ballot Count.	(10.20.21) The D.C. Circuit's decision, holding MasTec in contempt of court, and ordering costs, expenses, and \$50,000 prospective fines for future violations, is a major step on the path of obtaining justice for the 26 workers who MasTec unlawfully fired.			(09.01.21) The NLRB can certify U&T visas for immigrant workers who are victims of certain crimes & request deferred action for employees who have been retaliated against for working with their colleagues to improve their conditions of employment. Call us: 1-844-762-6572
(03.01.22) NLRB Region 1-Boston Announces Results of Saint Vincent Hospital Ballot Count	(10.25.21) In 1956, the Supreme Court in NLRB v. Truitt Manufacturing upheld the NLRB's ruling that an employer violates its duty to bargain in good faith when it claims it can't pay the wages a union asks for at the bargaining table but refuses to back it up with reasonable proof.			(09.01.21) The NLRB can certify U&T visas for immigrant workers who are victims of certain crimes & request deferred action for employees who have been retaliated against for working with their colleagues to improve their conditions of employment. Call us: 1-844-762-6572
(03.03.22) NLRB Region 2-Manhattan Announces Results of REI Ballot Count.	(11.01.21) Additionally, in Fiscal Year 2021, 6,307 discriminatees were offered reinstatement to jobs from which they had been unlawfully discharged, an increase from Fiscal Year 2020 in which 978 workers were offered reinstatement.			(09.01.21) Thank you to the largely immigrant warehouse, factory, and restaurant workers of @MaketheRoadNJ for having NLRB's Region 4 Josh Rosenberg present in Spanish about workplace rights under the NLRA.
(03.03.22) NLRB Region 2-Manhattan Announces Results of New York Times Ballot Count.	(11.01.21) In Fiscal Year 2021, the National Labor Relations Board recovered \$56,801,407 in backpay, fees, dues, and fines—a dramatic increase from Fiscal Year 2020, in which \$39,389,405 total was recovered.			(09.01.21) This #LaborRightsWeek, watch NLRB Deputy General Counsel Peter Ohr explain how he learned about the right of association intuitively from growing up in an immigrant family. Find out more about how the NLRB protects the right of association at http://nlrb.gov .
(03.08.22) Under the National Labor Relations Act, workers have a right to talk to each other about their wages and other working conditions. This can be a vital first step to acting with coworkers to make a workplace fairer—and to organize a union.	(11.02.21) Region 22 wins Administrative Law Judge Decision ordering joint-employer in New Jersey to reinstate and pay backpay to unlawfully fired employee.			(09.01.21) Please join us @NLRBGC Thurs-day, Sept. 2nd at 10:15am ET to watch NLRB General Counsel Jennifer Abruzzo and Mexican Ambassador Esteban Moctezuma make remarks and sign a letter of arrangement between the NLRB and the Mexican embassy to strengthen our partnership.
(03.10.22) NLRB Region 3-Buffalo Announces Results of Starbucks Ballot Counts	(11.04.21) In a recent memo, General Counsel Abruzzo said she will examine whether a change is needed to fulfill the Act's goals. If an unfair labor practice charge is filed raising issues about what constitutes concerted activity, she will consider asking the NLRB to further expand upon it.			(09.02.21) Watch NLRB General Counsel Jennifer Abruzzo join Mexican Ambassador Esteban Moctezuma to sign a Letter of Arrangement strengthening the partnership between the NLRB and @EmbamexEUA.


(03.22.22) NLRB Region 19-Seattle Announces Results of Starbucks Ballot Count	(11.04.21) The NLRA protects employees' concerted activities—the right to act collectively to improve their working conditions. The Supreme Court has said “concerted” isn't confined to a narrow meaning and that an individual employee may be engaged in concerted activity even acting alone.			(09.02.21) Contact your NLRB Regional Office if you have questions about your rights under the National Labor Relations Act.
(03.31.22) Region 10-Atlanta Announces Results of Bessemer Amazon Ballot Count.	(11.08.21) In a new memo released today, NLRB General Counsel Jennifer Abruzzo announced critical policies to ensure that immigrant workers have the protections they need to freely exercise their rights without retaliation under the National Labor Relations Act.			(09.02.21) Whatever your immigration status, you have a right to participate in protected activity under the National Labor Relations Act.#LaborRightsWeek
(04.01.22) Region 29-Brooklyn Announces Results of Amazon JFK8 Ballot Count.	(11.16.21) Region 5-Baltimore obtained a settlement agreement requiring the employer to pay \$250,000 in backpay, expunge unlawful discipline, and issue a letter of apology.			(09.02.21) Speak Spanish? Tune in now! NLRB Region 16 Field Examiner Alex Hernandez will be virtually joining @ConsulMexHou to present on the National Labor Relations Act for #LaborRightsWeek.
(04.13.22) Tomorrow, we'll break down what the General Counsel's brief in Cemex said about captive-audience meetings.	(11.17.21) In GC Memo 21-04, General Counsel Abruzzo said she will consider whether a change in law is necessary to fulfill the mission of the NLRA. If an unfair labor practice charge is filed concerning the Tri-Cast doctrine, she will consider asking the Board to reconsider the law.			(09.02.21) Speak Spanish? As part of #LaborRightsWeek, Region 16 Supervisory Field Examiner Meike Ziegler joined Felipe Lopez Trujillo @ConsulMexDelRio for a presentation and Question & Answer session on workplace rights.
(04.13.22) As the General Counsel's brief makes clear, it is within the Board's authority to reinstate Joy Silk and consistent with Supreme Court case law to do so: “Joy Silk is clearly a permissible construction consistent with the Act given its many years of prior implementation by the Board and its firm rooting in Section 8(a)(5)'s prohibition on failing to bargain in good faith....”	(11.17.21) In 1975, the Supreme Court, in a case called Emporium Capwell, said that the National Labor Relations Act gives all employees the right to present grievances directly to their employer, whether or not the employee is represented by a union.			(09.02.21) Speak Spanish? NLRB Region 4-Philadelphia Senior Labor-Management Relations Examiner Josh Rosenberg explains workers' rights under the National Labor Relations Act in a virtual event hosted by @ConsulmexFila#LaborRightsWeek
(05.02.22) Region 29-Brooklyn Announces Results of LDJ5 Amazon Ballot Count	(11.19.21) Regions 12 and 15 win USPS Board Decision using default language in settlement agreement.			(09.03.21) Speak Spanish? Watch Region 1 Field Attorneys Miriam Hasbun and Andyeliz Papaleo present virtually at an event hosted by @ConsulmexBoston to improve employer and worker awareness of rights as part of #LaborRightsWeek.

<p>(05.23.22) Today, NLRB Region 18's Milwaukee office completed a ballot count in a union election involving employees at Activision Publishing, Inc. choosing whether or not they wanted to be represented by a union.</p>	<p>(11.23.21) In a recent memo, GC Abruzzo said she will examine whether change is necessary to the intermittent strike doctrine to fulfill the mission of the Act. Thus, if a charge is filed involving this issue, she will consider whether it's appropriate to ask the NLRB to reconsider the law.</p>			<p>(09.03.21) Speak Spanish? NLRB Region 12-Tampa Field Examiner Pierina Morales-Sanabria will present information about the NLRB in an event hosted by @ConsulMexOrl for #LaborRightsWeek.</p>
<p>(07.13.22) During the first nine months of FY22, union representation petitions filed at the NLRB have increased 56%—up to 1,935 from 1,240 during the same period in FY21. At the same time, unfair labor practice charges have increased 14.5%—from 11,451 to 13,106. https://nlr.gov/news-outreach/news-story/first-three-quarters-union-election-petitions-up-56-exceeding-all-fy21</p>  <p>The infographic features a dark orange background with the text 'NLRB UNION ELECTION PETITIONS ARE UP' at the top. Below this, '56%' is written in large white font, followed by a white line graph showing an upward trend. At the bottom, it reads 'IN THE FIRST THREE QUARTERS OF FY2022, OVER THE SAME PERIOD IN FY2021'.</p>	<p>(12.01.21) In a recent memo, GC Abruzzo said she'll examine whether a change is necessary to the permanent replacement doctrine to fulfill the mission of the Act. Thus, if a charge is filed involving this issue, she'll consider whether it's appropriate to ask the NLRB to reconsider the law.</p>			<p>(09.03.21) Speak Spanish? Watch NLRB Region 16 Field Attorney Roberto Perez talk about the NLRB in a virtual event hosted by @ConsulMexMAC as part of #LaborRightsWeek.</p>
<p>(07.15.22) Correction: During the first nine months of FY22, union representation petitions have increased 58%—up to 1,892 from 1,197 during the same period in FY21. At the same time, unfair labor practice charges have increased 16%—from 11,082 to 12,819. https://nlr.gov/news-outreach/news-story/correction-first-three-quarters-union-election-petitions-up-58-exceeding</p>  <p>The infographic features a dark red background with the text 'NLRB UNION ELECTION PETITIONS ARE UP' at the top. Below this, '58%' is written in large white font, followed by a white line graph showing an upward trend. At the bottom, it reads 'IN THE FIRST THREE QUARTERS OF FY2022, OVER THE SAME PERIOD IN FY2021'.</p>	<p>(12.01.21) The National Labor Relations Act says that nothing in it should be construed to interfere with or impede or diminish in any way the right to strike. But for many years, the NLRB's case law has allowed the "permanent replacement" doctrine to do just that.</p>			<p>(09.03.21) Speak Spanish? As part of #LaborRightsWeek, NLRB Region 12 Senior Field Examiner Ricardo Morillas joined representatives of @OSHA_DOL, @USEEOC and @WHD_DOL to discuss Labor Rights in a FB live event hosted by @ConsulmexMia.</p>

<p>(09.30.22) In FY2022, 2,510 union representation petitions were filed with the NLRB — a 53% increase from last year. This is the highest number of union representation petitions filed since FY 2016.</p> 	<p>(12.03.21) Region 31-Los Angeles files for an injunction against Grill Concepts Services, Inc. for failing to bargain in good faith with the union.</p>			<p>(09.03.21) Join us now in Spanish! NLRB Region 28 Field Examiner Joel E. Ruiz-Lopez will be talking about workplace rights in Spanish with @ConsulMexPho as part of #LaborRightsWeek.</p>
<p>(10.27.22) We know all the steps to the monster mash, but do you know the steps to forming a union? Learn the moves! https://nlrb.gov/sites/default/files/attachments/pages/node-184/steps-to-forming-a-union-final-412.pdf</p> 	<p>(12.06.21) Region 20-San Francisco issues Consolidated Complaint against Whole Foods for unlawfully disciplining workers in response to wearing Black Lives Matter apparel.</p>			<p>(09.03.21) Watch NLRB Region 12 Director David Cohen join @ConsulMexOri for a discussion on workplace rights in both English and Spanish as part of NLRB's partnership with Mexican consulates for #LaborRightsWeek. #DerechosLaborales</p>
<p>(02.16.23) Recently, NLRB General Counsel Abruzzo filed a comment urging the Board to adopt its proposed Fair Voice and Employee Choice rule: https://regulations.gov/comment/NLRB-2022-0002-0141</p>	<p>(12.13.21) Pursuant to GC 21-04, GC Abruzzo will continue to carefully consider charges involving employees' Section 7 right to strike and picket and the applicability of Preferred Building Services and secondary picketing prohibitions.</p>			<p>(09.03.21) Did you know: It is illegal for employers to demand that you produce new immigration papers because you talked to your coworkers about a union or improving your working conditions.</p>


<p>(02.16.23) The Fair Voice and Employee Choice rule would reverse changes made by the prior Board majority which made it more difficult for a majority of employees at a workplace to vote for, or retain, union representation.</p> <p>"Rescission [of the 2020 rule] better balances the objectives of protecting employee free choice, preserving laboratory conditions, and resolving questions concerning representation expeditiously."</p> <p><small>—General Counsel Abruzzo, Comment on Fair Voice and Employee Choice Rule, Feb. 2, 2023</small></p>				
<p>(02.16.23) The General Counsel explained in her comment that the prior rule on “blocking charges” forced employees to vote in a coercive atmosphere, increased costs to the Board and the parties, and created obstacles to obtaining bargaining orders.</p> <p>"[The 2020 rule] enables employers to effectively entrench voter sentiment at a time when the chill of unfair labor practices has not been cured; and creates a sense among employees that voting in a Board election is an exercise in futility."</p> <p><small>—General Counsel Abruzzo, Comment on Fair Voice and Employee Choice Rule, Feb. 2, 2023</small></p>	<p>(12.13.21) Last week, GC Abruzzo filed a brief with the NLRB in a case called Preferred Building Services urging the Board to narrow prohibitions on “secondary picketing,” consistent with the principles of the NLRA, Supreme Court case law, and the First Amendment.</p>			<p>(09.03.21) Speak Spanish? Watch Region 16 Field Examiner Alex Hernandez join the Mexican consulate in Laredo, Texas, to present on the NLRB and answer questions in a virtual event. Thank you @ConsulMexLar for inviting us Alex to talk about workplace rights.</p>
<p>(02.16.23) She also urged the Board to rescind the prior rule on voluntary recognition which imposed additional requirements in order for employees to have the protections they need for a reasonable period to bargain a first contract.</p> <p>"The Board appropriately criticizes the 2020 Rule for its destabilizing effect on collective-bargaining relationships, its invitation of decertification challenges via the required notice posting, and the unnecessary costs of election participation and administration it imposes on parties and the Board."</p> <p><small>—General Counsel Abruzzo, Comment on Fair Voice and Employee Choice Rule, Feb. 2, 2023</small></p>	<p>(12.15.21) Region 22-Newark Wins \$750,000 in Backpay for Four Unlawfully Discharged Employees of H&M International Transportation, Inc.</p>			<p>(09.05.21) Happy Labor Day weekend! This week, NLRB General Counsel Jennifer Abruzzo signed a letter of arrangement reaffirming the agency's partnership with @EmbamexEUA to ensure immigrant workers understand their labor rights.</p>

<p>(02.16.23) She urges the Board to define a reasonable period for protected bargaining as one year to preserve the stability necessary to negotiate and enforce a first contract, harmonize standards, and avoid unnecessary litigation.</p> 	<p>(12.22.21) Region 28 secures extraordinary remedies to counter concrete company's extraordinary violations during California and Nevada union organizing campaign.</p>			<p>(09.06.01) Happy #LaborDay weekend! Watch this video in which Deputy General Counsel Peter Sung Ohr explains the fundamental right of association that workers have.</p>
<p>(02.16.23) And she explains that in a future case, to further that stability, the Board should hold that, absent a disclaimer or an agreement between the parties, an employer may lawfully withdraw recognition from a union based only on the results of an election.</p> 	<p>(01.05.22) Region 1-Boston wins Administrative Law Judge Decision against McDonald's franchisee—winning reinstatement for four workers.</p>			<p>(09.08.21) Today, NLRB General Counsel Jennifer Abruzzo issued a memo to all Regions advising them to seek a variety of remedies to ensure that victims of unlawful conduct under the National Labor Relations Act are made whole for losses they have suffered.</p>
<p>(02.16.23) She also agrees with the Board's proposal to allow for workers in the construction industry to have protected union representation based on an agreement memorializing that a majority of workers support it.</p> 	<p>(01.24.22) NLRB Region 13-Chicago Obtains Consequential Damages, Letters of Apologies, Notice Reading in Settlement Agreement.</p>			<p>(09.10.21) Complace informar la formalización de esfuerzos conjuntos con@NLRBGC, lo cual permitirá continuar vigilantes del respeto a los derechos inherentes al trabajo realizado por connacionales.</p>
<p>(02.16.23) But, if an employee or rival union files a petition, the incumbent</p>	<p>(01.31.22) Region 29-Brooklyn Obtains Settlement Requiring</p>			<p>(09.11.21) Our thoughts are with the families of those killed 20 years ago on September 11th, our brave</p>

<p>union would have to present evidence of the union's majority support at the time of recognition — this would address any potential collusion between a union and employer to interfere with employee choice.</p>	<p>Queens Defenders to Pay \$60,000 in Backpay, Frontpay, and Consequential Damages.</p>			<p>military members who have made unthinkable sacrifices, first responders who showed up without hesitation, and the workers who continue to keep our country safe from all forms of violence.</p>
<p>(02.16.23) Now, it's up to the Board to review all of the comments and issue a final rule.</p>	<p>(03.08.22) If an unfair labor practice charge is filed alleging that a workplace rule is unlawful because it interferes with employees' rights under the NLRA, GC Abruzzo will consider whether to issue a complaint.</p>			<p>(09.15.21) Today, National Labor Relations Board General Counsel Jennifer Abruzzo issued a memo to all Regions advising them to seek full relief through settlement agreements to ensure victims of unfair labor practices are truly made whole.</p>
<p>(05.18.23) Today, the NLRB's Region 31-Los Angeles office conducted a ballot count for Dancers/Entertainers and DJs at Star Garden, an adult entertainment venue in Los Angeles, California. The workers voted to be represented by Actors Equity Association 17-0.</p> 	<p>(03.10.22) Do you know what constitutes #retaliation? Visit our website to learn what it is and how @WHD_DOL protects workers from it.</p>			<p>(09.16.21) Happy #HispanicHeritageMonth! We celebrate the contributions of Hispanic-Americans at our agency and across the country. Thank you to @ehvalinnn from @HispanicAccess for speaking with NLRB staff about your programs to improve the quality of life of Latinos in the U.S.</p>
<p>(12.07.23) Have you heard about NLRB's new framework for forming a union? We're breaking down the Cemex decision in a short video, so you can learn your labor rights: https://twitter.com/i/status/1732777468338077929</p>	<p>(04.07.22) Today, General Counsel Jennifer Abruzzo issued a memo announcing that she will ask the Board to rule that mandatory meetings, including captive audience meetings, are a violation of the National Labor Relations Act.</p>			<p>(09.21.21) Workers can call 1-844-762-6572 for assistance filing a charge. A Spanish language option is available. Or they can contact their closest NLRB Field Office or submit a form on our website: https://nlrb.gov/guidance/fillable-forms</p>
<p>(12.07.23) For a handy guide on the new framework, download or print this flowchart:</p>	<p>(04.13.22) In 1949, in a case called Joy Silk Mills, the NLRB announced it would order an employer to recognize and bargain with a union, where the union presented evidence of majority support and the employer refused recognition without a good faith doubt as to the union's majority.</p>			<p>(09.21.21) In a recent memo, the GC said she will examine whether a change is necessary to fulfill the mission of the Act. Thus, if a charge is filed alleging non-union workers were denied Weingarten rights, she will consider whether it is appropriate to ask the Board to reconsider the law.</p>


<p>Forming a Union under the NLRB's New Cemex Framework</p> <pre> graph TD A["The NLRB will conduct an election if a petition is filed at the NLRB by your employer if filed generally within 2 weeks of your union"] --> B["You and a majority of your co-workers in a workplace appropriate under labor law request that your employer recognize your union"] A --> C["Your employer agrees to voluntarily recognize the union and bargain in good faith"] A --> D["A majority of your co-workers vote against union representation and your employer has not committed unfair labor practices that would require setting aside an election"] A --> E["NLRB finds (1) your employer committed unfair labor practices that would require setting aside an election OR (2) refused to recognize your union after a request for voluntary recognition without filing its own petition within two weeks"] B --> F["A majority of your co-workers vote against union representation and your employer has not committed unfair labor practices that would require setting aside an election"] B --> G["A majority of your co-workers vote for union representation and your employer is required to bargain in good faith"] C --> G D --> H["No employer obligation to bargain and no union representation"] E --> G E --> I["The NLRB orders your employer to recognize the union and bargain in good faith"] </pre>				
	<p>(04.14.22) Last week, GC Abruzzo issued a memo announcing that she would urge the Board to rule that captive-audience meetings in which employees are forced to listen to employer speech concerning the exercise of their labor rights under Section 7 of the NLRA are unlawful.</p>			<p>(09.24.21) Workers can call 1-844-762-6572 for assistance in filing a charge. A Spanish language option is available. Or they can contact their closest NLRB Field Office or submit a form on our website: https://nlr.gov/guidance/fillable-forms</p>
	<p>(04.15.22) Region 22-Newark Wins \$2.3 Million for Three Unlawfully Discharged Employees of Mondelez Global, LLC.</p>			<p>(10.05.21) Workers can call 1-844-762-6572 for assistance in filing a charge. A Spanish language option is available. Or they can contact their closest NLRB Field Office or submit a form on our website: https://nlr.gov/guidance/fillable-forms</p>
	<p>(04.19.22) Region 7-Detroit Obtains Settlement with Backpay, Frontpay, Consequential Damages and Training Remedies</p>			<p>(10.12.21) The NLRB looks forward to deepening partnerships with other worker protection agencies and strengthening our coordination with DHS to ensure that all workers, regardless of immigration status, have the full protections they need to freely assert their labor and employment rights.</p>
	<p>(04.22.22) Today, the NLRB Region 28 Regional Director petitioned in United States District Court for injunctive relief for victims of unfair labor practices in three cases involving Starbucks retaliating against members of the union organizing committee.</p>			<p>(10.12.21) I applaud today's memo from @SecMayorkas that puts DHS's focus where it belongs—on unscrupulous employers, who exploit the vulnerability of undocumented workers in order to undermine the labor standards of everyone in our workforce and disadvantage law-abiding employers.</p>
	<p>(05.03.22) Judge Orders Red Rock Casino Resort & Spa to Bargain with Union to Remedy Serious and Pervasive Unlawful Conduct</p>			<p>(10.15.21) Suzanne Sullivan Appointed as Regional Director of Region 22 (Newark)</p>
	<p>(05.10.22) NLRB Files in Federal Court Seeking Immediate Reinstatement for Seven Starbucks Workers in Memphis</p>			<p>(10.15.21) Andrea J. Wilkes Appointed as Regional Director of Region 14 (St. Louis)</p>
	<p>(05.20.22) April 29th, the NLRB Region 16 Regional Director approved a settlement with ISS</p>			<p>(10.15.21) Today, the NLRB announces the appointment of five Regional Directors: Laura A. Sacks in Region 1, Elizabeth K. Kerwin in Region 7, Iva Y.</p>

	Action Security that includes \$220,000 in backpay and benefit contributions for 176 employees who provide contracted security services to U.S. Customs and Border Protection.			Choe in Region 8, Andrea J. Wilkes in Region 14, and Suzanne Sullivan in Region 22.
	(06.02.22) Region 31-Los Angeles Wins Injunction in District Court, Ordering Daily Grill to Bargain with the Union on a Schedule and with Progress Reports.			(10.15.21) The National Labor Relations Board General Counsel Jennifer A. Abruzzo also announces the appointment of Eric B. Boerschinger as the Assistant to the Regional Director of the NLRB's Regional Office in Minneapolis, Minnesota (Region 18).
	(06.06.22) Region 31-Los Angeles Wins Injunction in District Court Ordering RadNet to Bargain with the Union and its Rabbi, to Submit Bargaining Progress Reports, and to Conduct a Notice Reading			(10.19.21) Today, the National Labor Relations Board General Counsel Jennifer A. Abruzzo announces the appointment of Nora McGinley as the Assistant to the Regional Director of the NLRB's Regional office in Cleveland, Ohio (Region 8).
	(06.16.22) As promised, we are back this June 16th—the 53rd anniversary of the Supreme Court's decision in NLRB v. Gissel—to break down what the Court said about NLRB bargaining orders and why it matters today. Affirming the NLRB, the Court found the threats unlawful, ordered the employer to cease and desist from its coercive acts, set aside the results of the election, and—in a story for next June 16—directed the employer to bargain based on employees' signed authorization cards. You can listen to the oral argument and read the decision here: https://oyez.org/cases/1968/573 . NLRB General Counsel @NLRBGC Jun 16, 2021 Contact your NLRB Regional Office if you have questions about your rights under the National Labor Relations Act: https://nlrb.gov/about-nlrb/who-we-are/regional-offices			(10.25.21) Workers can call 1-844-762-6572 for assistance filing a charge. A Spanish language option is available. Or they can contact their closest NLRB Field Office or submit a form on our website.
	(06.17.22) Asesor Jurídico General de la NLRB@NLRBGCes · Jun 17, 2021 📖 Hace 52 años, en NLRB v. Gissel Packing Co., la Corte Suprema le dice a la nación que las amenazas sin fundamento para cerrar un local en respuesta a la organización sindical son ilegales.			(10.25.21) In a recent memo, GC Abruzzo said she will examine whether a change is necessary to fulfill the mission of the Act. Thus, if an unfair labor practice charge on the Truitt issue is filed, she will consider whether it is appropriate to ask the Board to reconsider the law.

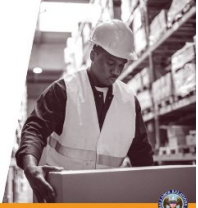

	<p>La historia: Durante una campaña de organización sindical en Massachussets en 1965, el presidente de Sinclair Co., trató incesantemente de persuadir a los empleados a que votaran en contra de la unión.</p> <p>En discursos, caricaturas y panfletos, él argumentó que la unión significaría huelgas, cierre de la planta y desempleo.</p>			
	<p>(06.16.22) But today, we celebrate the Supreme Court's decision in Gissel Packing for its clear and unequivocal affirmation of the NLRB's broad authority to ensure employees have a fair process for obtaining union representation, either through an election or otherwise.</p> <p style="text-align: center;">Let's Look At The Record</p>  <p style="text-align: center;"><small>December 1, 1965</small></p>			<p>(10.26.21) Today, NLRB Chairman Lauren McFerran and General Counsel Jennifer Abruzzo announced the appointment of Matt Hayward as Congressional Liaison Specialist, serving in the Office of Congressional and Public Affairs.</p>
	<p>(06.21.22) NLRB Region 3-Buffalo Files in Federal Court Seeking Nationwide Cease and Desist Order Against Starbucks, Reinstatement for Seven Workers, and a Bargaining Order.</p> <p>https://nlr.gov/news-outreach/news-story/nlr-region-3-buffalo-files-in-federal-court-seeking-nationwide-cease-and</p>			<p>(10.28.21) Yesterday, after a hard-fought battle, the NLRB obtained a favorable federal court order addressing preemption of the U.S. Virgin Islands Casino Control Commission's interpretation of its union registration requirements.</p>
	<p>(06.28.22) Based on a 1970 case called Ex-Cell-O, the remedy for an unlawful refusal to bargain is typically a prospective bargaining order, which provides no incentive for employers to bargain in good faith at an earlier date as required by the National Labor Relations Act.</p>			<p>(10.29.21) The NLRB is hiring for its Honors Attorney Program in Washington, DC and Regional Offices across the country.</p>

	(06.28.22) The NLRB currently does not compensate or make whole employees whose Section 7 rights have been violated by being denied the opportunity to collectively bargain a contract that could improve their wages and working conditions.			(10.31.21) Happy Halloween from NLRB General Counsel Jennifer Abruzzo. Don't get tricked, brush up on your Section 7 rights.
	(06.28.22) The Ex-Cell-O case is contrary to the D.C. Circuit's view, which is that the Board has the authority and obligation to make employees whole. Quote Tweet NLRB General Counsel @NLRBGC · Oct 5, 2021 The court explained that merely ordering an employer to begin doing what it was already obligated to do failed to make employees whole as the Act requires, and held that it was well within the Board's power to order economic make-whole relief for the lost opportunity to bargain.			(11.04.21) Workers can call 1-844-762-6572 for assistance filing a charge. A Spanish language option is available. Or they can contact their closest NLRB Field Office or submit a form on our website.
	(06.28.22) On Friday, counsel for NLRB General Counsel Jennifer Abruzzo filed a motion asking the Board to overrule its decision in Ex-Cell-O so that workers can get the full make-whole relief they are owed under the National Labor Relations Act. https://apps.nlr.gov/link/document.aspx/09031d45837c9b44			(11.04.21) Join the EEOC and the NLRB for an event to discuss employee rights protected under the National Labor Relations Act and worker's rights under the laws enforced by the EEOC. The discussion will also include best practice tips for employers.
	(06.28.22) The motion urges the Board to include as part of its remedial orders a requirement that employers make employees whole with monetary relief for the lost opportunity to make gains through the collective bargaining process.			(11.10.21) Just announced, a joint EEOC, @USDOL and @NLRB initiative to prevent unlawful retaliatory conduct by educating the public and engaging with employers, business organizations, labor organizations and civil rights groups.


	<p>"It is a basic tenet of federal labor law 'that the victims of unlawful conduct should be made whole for losses suffered as a result of an unfair labor practice,' and that 'the wrongdoer, rather than the victims of the wrongdoing, should bear the consequences of [the] unlawful conduct.'"</p> <p>—Counsel for the General Counsel, Pathway Vet Alliance, LLC, D/B/A Thrive Pet Healthcare, Motion for Summary Judgment filed June 24, 2022.</p>			
	<p>(06.28.22) It explains that under the current rules, employers can delay bargaining with their employees' chosen union, often for a period of years, causing significant harm to employees.</p>			<p>(11.10.21) Thanks @uschamber for inviting me to speak. As our country recovers from COVID, employers can play a crucial role in ensuring all workers can freely exercise their labor rights. Together, we can make sure all workers have safe workplaces free from discrimination and retaliation.</p>
	<p>(06.28.22) It therefore asks the Board to overrule Ex-Cell-O, a decision issued more than half a century ago and never again revisited, despite the Board's obligation to continue to reevaluate its ability to remedy violations of loyees' statutory rights, and to issue make-whole relief.</p> <p>"From the earliest days of the Act, a make-whole remedy for employees injured by unlawful conduct has been a fundamental element of the Board's remedial approach," and "[t]he Supreme Court has repeatedly underscored the essential role of make-whole relief in the statutory scheme."</p> <p>—Counsel for the General Counsel, Pathway Vet Alliance, LLC, D/B/A Thrive Pet Healthcare, Motion for Summary Judgment filed June 24, 2022.</p>			<p>(11.10.21) A new joint initiative with @NLRB and @USEEOC will help raise awareness about retaliation issues when workers exercise their protected labor rights.</p>
	<p>(06.28.22) Now, it's up to the Board to reconsider what make whole relief in this context means.</p>			<p>(11.12.21) Attention 3Ls, Law Clerks, and Fellows: Today is the last day to apply for the NLRB Honors Program!</p>
	<p>(06.29.22) U.S. District Court Orders Arbah Hotel Corporation to Pay Fines and NLRB Attorney Fees, Holding Arbah in Contempt of Injunction to Bargain in Good Faith https://nlrb.gov/news-outreach/news-story/us-district-court-orders-arbah-</p>			<p>(11.12.21) In a memo issued on Nov. 10th, the NLRB GC's Office provided information to all field offices on the recent Department of Labor Emergency Temporary Standard to Protect Workers from Coronavirus (ETS).</p>






	hotel-corporation-to-pay-fines-and-nlr			
	<p>(06.30.22) NLRB Wins \$3.12 Million for Unlawfully Fired Workers in Settlement with MasTec and DIRECTV https://nlrb.gov/news-outreach/news-story/nlr-wins-312-million-for-unlawfully-fired-workers-in-settlement-with</p> 			(11.16.21) The NLRB is hiring an IT Specialist in Customer Support.
	<p>(07.01.22) Region 28 Wins Injunction Against Arizona Cannabis Dispensary, Ordering Reinstatement of Fired Union Supporter and a Stop to Threats, Promises, and the Impression of Surveillance https://nlrb.gov/news-outreach/news-story/region-28-wins-injunction-against-arizona-cannabis-dispensary-ordering</p>			(11.17.21) Workers can call 1-844-762-6572 for assistance filing a charge. A Spanish language option is available. Or they can contact their closest NLRB Field Office or submit a form on our website.
	<p>(07.21.22) Region 13-Chicago wins injunction ordering List Industries to bargain, reinstate fired union supporters, grant union access to respond to company meetings about the Union, and conduct a Notice Reading https://t.co/LSPaz7nJdr</p>			(11.18.21) Follow @NLRBGces for our tweets in Spanish
	<p>(08.01.22) Region 19-Seattle Obtains Settlement Agreement with Simms Fishing Products with Consequential Damages and Strong Notice Posting Provisions https://nlrb.gov/news-outreach/region-19-seattle/region-19-seattle-obtains-settlement-agreement-with-simms-fishing</p>			(11.18.21) Happy #transawarenessweek! The NLRB protects workers' rights to join together to challenge discrimination and transphobia and to advocate for safer and more inclusive workplaces for workers of all gender identities.
	<p>(08.05.22) Region 28 Wins Injunction Requiring Las Vegas Laundry Company Bargain with Union, Rescind Changes, Reinstate Three Employees, and Conduct Notice Reading https://nlrb.gov/news-outreach/region-28-phoenix/region-</p>			(11.23.21) Workers can call 1-844-762-6572 for assistance filing a charge. A Spanish language option is available. Or they can contact their closest NLRB Field Office or submit a form on our website.



	28-wins-injunction-requiring-las-vegas-laundry-company			
	(08.18.22) Today's decision is a crucial step in ensuring all Starbucks workers can exercise their right to join together to improve working conditions & form a union. Employers should take note that the NLRB will continue to protect workers' right to organize. https://nlrb.gov/news-outreach/news-story/nlrb-region-15-wins-injunction-requiring-starbucks-to-rehire-seven			(11.23.21) Throughout history, workers have come together to exercise their power through strikes. But in 1935, Congress passed the National Labor Relations Act, which clearly protects workers' right to strike, prohibits employers from interfering with it & empowers the NLRB to enforce it.
	(08.24.22) Region 21-Los Angeles announces settlement agreement resulting in millions in backpay to workers and proper classification of drivers.			(12.01.21) Workers can call 1-844-762-6572 for assistance filing a charge. A Spanish language option is available. Or they can contact their closest NLRB Field Office or submit a form on our website
	(09.15.22) We look forward to continuing to work with the @FTC to protect workers in the gig economy. Gig workers who believe that their labor rights have been violated can call 1-844-762-6572 for assistance filing an unfair labor practice charge.			(12.08.21) See the Chicago job description here.
	(09.23.22) The NLRB recently discovered that a dental office that had committed unfair labor practices was intending to sell and dissipate its assets, which would have made it impossible for the NLRB to collect the money the employer owed its workers.			(12.08.21) The National Labor Relations Board is hiring Regional Directors in Region 3 (Buffalo) and Region 13 (Chicago).
	(09.23.22) The NLRB's Contempt, Compliance, and Special Litigation Branch obtained the protective restraining order under Section 10(e) of the National Labor Relations Act, which authorizes the Board to seek injunctions necessary to ensure compliance with its orders.			(12.13.21) Workers can call 1-844-762-6572 for assistance filing a charge. A Spanish language option is available. Or they can contact their closest NLRB Field Office or submit a form on our website
	(09.23.22) The NLRB will use all tools at its disposal to ensure that workers get every cent they are owed as a result of unfair labor practices.			(12.20.21) Follow @NLRBGces for our tweets in Spanish!
	(09.27.22) Workers have a right to join together to advocate for safe working conditions before, during,			(12.20.21) Under the National Labor Relations Act, employees have the right to talk about their wages.


	and after major weather events. #Hurricanelan			
	<p>(10.20.22) Today, NLRB General Counsel Jennifer Abruzzo issued a memorandum to all field offices announcing measures to improve the Agency's effectiveness in securing relief under Section 10(j) of the National Labor Relations Act.</p> <p>https://nlr.gov/news-outreach/news-story/nlr-general-counsel-issues-memo-on-new-10j-injunction-casehandling-0</p>  <p>“Section 10(j) is one of the most important tools available to effectively enforce the Act. It is my hope that this initiative will result in an increase in voluntary agreements to obtain crucial interim remedies, will reduce the need for district court litigation, and will conserve the resources of the agency and all parties.”</p> <p>—General Counsel Abruzzo</p>			(12.21.21) Joan A. Sullivan Named Associate General Counsel in the Division of Operations-Management
	<p>(10.31.22) Today, NLRB GC Abruzzo announced her intent to protect workers from intrusive/abusive electronic monitoring & automated management practices by vigorously enforcing current law & urging the Board to apply settled law principles in a new framework.</p> <p>https://nlr.gov/news-outreach/news-story/nlr-general-counsel-issues-memo-on-unlawful-electronic-surveillance-and</p>  <p>NLRB GENERAL COUNSEL ISSUES MEMO ON UNLAWFUL ELECTRONIC SURVEILLANCE & AUTOMATED MANAGEMENT PRACTICES</p>			(12.22.21) Today, National Labor Relations Board General Counsel Jennifer Abruzzo announced the appointment of attorney Nathan A. Higley as the Salt Lake City Resident Agent of Region 27-Denver.
	<p>(10.31.22) If the employer's business need outweighs employees' Section 7 rights, she will urge the Board to require the employer to disclose to employees the technologies it uses to monitor and manage them, its reasons for doing so, and how it is using the information it obtains.</p>			(12.28.21) The NLRB is hiring a General Attorney. The primary purpose of the position is to provide professional and expert legal services to the Agency.

				
	<p>(11.16.22) NLRB Region 29-Brooklyn Wins Administrative Law Judge Decision Requiring Elm Community Charter School to Bargain in Good Faith with Union.</p>			<p>(01.04.22) Usted tiene el derecho de comunicarse con otros empleados en su trabajo sobre sus salarios esté o no representado/a por una unión.</p>
	<p>(11.28.22) NLRB Region-29 Wins Federal Court Order Requiring Amazon to Cease and Desist from Firing Employees for Protected Activities</p> 			<p>(01.04.22) Under the National Labor Relations Act, workers have the right to discuss their wages whether or not they are represented by a union.</p>
	<p>(01.03.23) Last month, NLRB Region-28 won a Board decision finding that Curaleaf, a cannabis dispensary in Arizona, had violated the Act and ordering make-whole remedies.</p> 			<p>(01.05.22) A great honor to have Attorney Meares for the signing of the Letter of Arrangement between Region 10 of the @NLRB and @ConsulMexRim</p>
	<p>(01.05.23) Last month, Region 31-Los Angeles won a Board decision ordering The Daily Grill to bargain in good faith on a schedule with progress reports and compensate employees and their union for bargaining expenses.</p>			<p>(01.06.22) U.S. Department of Labor's @WHD_DOL and the National Labor Relations Board sign partnership agreement to enhance information sharing, enforcement, training, and outreach.</p>
	<p>(02.01.23) Under the National Labor Relations Act, it is unlawful for an employer to have a work rule, policy, or hiring agreement that prohibits employees from discussing their wages with each other.</p>			<p>(01.06.22) @WHD_DOL, the @NLRB and @NLRBGC signed a Memorandum of Understanding to strengthen our partnership and outline procedures on information-sharing, joint investigations and enforcement activity, as well as training, education and community outreach.</p>

				
	<p>(02.01.23) Es ilegal que el Empleador tenga una regla, política o acuerdo de contratación en el trabajo que prohíba a los empleados discutir sus salarios entre sí o que requiera que usted obtenga el permiso del Empleador para tener dichas discusiones. https://</p>			<p>(01.06.22) If an employer is interfering with your right to form, join, or assist a union, you can file a charge with the NLRB. You can call 1-844-762-6572 for assistance. A Spanish language option is available. Or contact your closest NLRB Field Office or submit a form on our website.</p>
	<p>(02.21.23) On February 17th, a U.S. District Judge issued an injunction requiring Starbucks to reinstate an unlawfully fired worker, post and read the Court's Order, and cease and desist from unlawful activities nationwide. https://nlrb.gov/news-outreach/news-story/nlrb-region-7-detroit-wins-injunction-requiring-starbucks-to-rehire</p>			<p>(01.06.22) An employer also cannot hire third parties to do or say the things that it itself is prohibited from doing and saying. Third parties hired by employers are not government agents or agents of the NLRB and should not misrepresent themselves as such.</p>
	<p>(03.02.23) NLRB Region-3 Buffalo Wins Administrative Law Judge Decision Requiring Starbucks to: Rehire and Compensate Seven Unlawfully Fired Workers Reopen a Facility Bargain with the Union Provide Union Access Conduct Training Post Remedial Notices at Stores</p>			<p>(01.06.22) Under the National Labor Relations Act, employees have a right to form, join, or assist unions. Employees form unions in a few different ways. One way to form a union is for employees to sign up a majority of their co-workers and demand an employer recognize the union as their representative. Under the law, employers can voluntarily recognize a union and must then bargain with that union in good faith.</p>
	<p>(03.06.23) Last week, the U.S. Court of Appeals for the Seventh Circuit granted the NLRB's Petition for contempt against Haven Salon + Spa, Inc. for failing to comply with a Board Order. As the Seventh Circuit explained, "Parties ignore court orders at their peril."</p>			<p>(01.10.22) DOL's Office of Labor Management Standards (OLMS) has a new tip line for reporting employers not complying with the law. The NLRB entered into an MOU with OLMS in November to enhance interagency cooperation and facilitate info sharing.</p>
	<p>(03.28.23) Workers have rights during an interview by an employer which a worker reasonably believes could lead to discipline.</p>			<p>(01.12.22) In November, in a case called Thryv, Inc., the NLRB invited briefs from the General Counsel and the public on whether it should modify its traditional remedies in unfair labor practice cases to include consequential damages.</p>

	<p>KNOW YOUR WORKPLACE RIGHTS: Weingarten Rights</p> <p>Union-represented employees have a right to request a representative and have them present during an interview that the employee reasonably believes could lead to discipline.</p>  <p>Representatives are entitled to provide advice and active assistance to employees during these investigatory interviews.</p>  <p>Employers violate the law if they threaten or retaliate against an employee because they made a request for a union representative, or if it proceeds with the interview despite the request.</p>  <p>Unrepresented employees don't have a right to have a representative in these interviews under current law, but the NLRB may reinstate that right in a future case.</p>  <p>The National Labor Relations Board is an independent federal agency that protects the rights of private sector employees to join together, with or without a union, to improve their wages and working conditions.</p>  <p>nrlb.gov 1-844-762-6572 publicinfo@nrlb.gov</p>			
	<p>(03.30.23) On March 10, 2023, the Seventh Circuit Court of Appeals issued an opinion finding that Neises Construction Corp. is required to bargain with the Union and pay \$192,400 in fines, among other remedies, based on a finding of contempt of prior court orders.</p>			<p>(01.12.22) While for now the NLRB is limited to make-whole relief and can't assess penalties, the GC reminds the Board in her brief that the Supreme Court has said the NLRB should not "underestimate its administrative resource-fulness" when crafting remedies.</p>
	<p>(04.05.23) As part of a settlement approved by the NLRB Region 29 Regional Director, Trump Village Section 4, Inc. has agreed to bargain in good faith with its employees' union in weekly bargaining sessions and to provide bargaining status reports twice a month.</p>			<p>(01.12.22) Therefore, the GC urged the Board to not only modify its traditional remedies to include consequential damages but also to consider in future cases modifying its mitigation doctrine and compensatory relief for a failure to bargain to ensure that relief is truly make-whole.</p>
	<p>(04.05.23) On March 24, 2023, NLRB Region 1-Boston Regional Director approved a settlement agreement between Chipotle Mexican Grill and Chipotle United. Chipotle will provide \$240,000 in backpay and front pay to 24 employees and other remedies.</p>			<p>(01.12.22) NLRB Region 14 Signs Letter of Arrangement with Mexican Consulate. Read more: https://nrlb.gov/news-outreach/region-14-st-louis/nrlb-region-14-signs-letter-of-arrangement-with-mexican-consulate</p>

	<p>(04.26.23) "We are asking the Court to order Starbucks to immediately cease its unlawful conduct of discharging employees for their union support, as well as to provide interim reinstatement to a discharged employee," said Regional Director Lisa Henderson.</p>  <p>NLRB Region-10 Files for 10(j) Injunctive Relief Against Starbucks</p>			<p>(01.13.22) Follow @NLRBGces for our tweets in Spanish!</p>
	<p>(04.26.23) "This relief is critical to ensure that Starbucks employees in Augusta, Georgia and throughout the nation can effectively exercise the rights guaranteed to them under federal law to engage in union activities and other collective action to improve their working conditions."</p>			<p>(01.13.22) In the first quarter of fiscal year 2022, the NLRB re-covered \$17,299,899 for workers by investigating and prosecuting workers' rights violations. Read more about our investigation process.</p>
	<p>(05.05.23) Region 19-Seattle Wins Administrative Law Judge Decision Finding Kroger Grocery Stores Unlawfully Discriminated Against Workers Wearing 'Black Lives Matter' Pins and Masks</p>			<p>(01.14.22) In the first quarter of fiscal year 2022, 195 workers were offered their jobs back after charges of unlawful termination were filed with the NLRB. Learn more at http://nlrb.gov or call 1-844-762-6572.</p>
	<p>(07.11.23) NLRB Region-22 Wins Injunction Requiring HSA Cleaning to Rehire Two Unlawfully Fired Workers, Read and Post the Court's Order, and Cease and Desist from Unlawful Activities.</p>  <p>NLRB Region-22 Wins Injunction Requiring HSA Cleaning to Rehire Two Unlawfully Fired Workers, Read and Post the Court's Order, and Cease and Desist from Unlawful Activities</p>			<p>(01.17.22) This #MLKday, we honor Dr. King's work as a civil rights, voting rights, and labor rights leader. His legacy is an enduring reminder to join together and strive for justice for all.</p>
	<p>(07.14.23) Extreme heat at your job? You have the right to join with your colleagues to protest for a safe workplace. If you think your rights</p>			<p>(01.19.22) Es ilegal que el Empleador tenga una regla, política o acuerdo de contratación en el trabajo que prohíba a los empleados discutir sus salarios entre sí o que requiera que usted obtenga el permiso del Empleador para tener dichas discusiones.</p>

	<p>have been violated, call 1-844-762-6572 or visit http://nlrb.gov.</p> 			
	(07.20.23) NLRB Region 1-Boston wins Administrative Law Judge decision finding Dollar General unlawfully fired a worker, surveilled and interrogated employees, solicited grievances and granted benefits, and threatened a store closure.			(01.19.22) Under the National Labor Relations Act, it is unlawful for an employer to have a work rule, policy, or hiring agreement that prohibits employees from discussing their wages with each other.
	(07.20.23) Region 6-Pittsburgh secures interim settlement agreement requiring Starbucks to reinstate fired workers and cease and desist from further firings at two Pittsburgh stores.			(01.25.22) It is a foundational principle of labor law that when workers seek union representation through an NLRB election, the NLRB must ensure that the employees have “the fullest freedom in exercising the rights guaranteed by” the National Labor Relations Act.
	(08.23.23) Region 16-Fort Worth wins Administrative Law Judge decision finding The Saldivar Group unlawfully threatened, interrogated, and fired a worker for complaining to DOL’s Wage and Hour Division.			(01.25.22) In contrast, the Specialty Health-care standard, which has been upheld by eight different federal courts of appeals, is aligned with the Act’s goal of ensuring employees their “fullest freedom” in exercising their rights.
	(08.30.23) Whether or not you’re in a union, you have the right to discuss your wages with your coworkers. It’s unlawful for an employer to say otherwise.			(01.25.22) Now, it is up to the NLRB to decide.
	(09.07.23) On September 1, Region 9-Cincinnati Regional Director Eric A. Taylor issued a consolidated complaint against Harper Holdings, LCC d/b/a Juvly Aesthetics.			(01.26.22) Today, the National Labor Relations Board launched a Spanish language e-filing service on its website for users to file unfair labor practice charges and petitions for union elections:
	(09.13.23) U.S. Circuit Court directs U.S. Marshals to take Haven Salon + Spa corporate officials into custody for refusing to comply with Board’s and Court’s orders.			(01.26.22) Hoy, la Junta Nacional de Relaciones del Trabajo (NLRB) lanzó un servicio de presentación electrónica en español en su sitio web para que los usuarios presenten cargos de prácticas ilícitas de trabajo y peticiones para elecciones sindicales.
	(11.02.23) If you believe your employer is violating your rights under the Cemex decision, you can call your NLRB regional office at 844-762-6572 and get assistance in filing			(02.01.22) Today, the NLRB General Counsel Launched a new 10(j) injunction initiative when employers threaten or coerce employees during organizing campaigns.

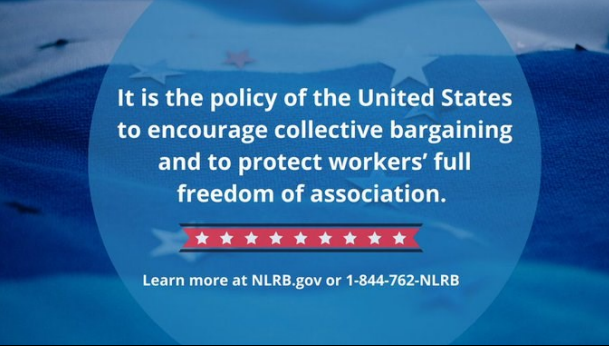
	an unfair labor practice charge or visit http://nlrb.gov to e-file.			
	(11.06.23) The Regional Director of Region 14-St. Louis recently approved a settlement agreement between Shangri-La, a Columbia, Missouri cannabis dispensary, and UFCW Local 655 that resolved 15 unfair labor practice charges covering dozens of allegations.			(02.03.22) Today, General Counsel Jennifer Abruzzo announced the appointment of Linda M. Leslie to serve as the Regional Director for the Agency's Region 3- Buffalo office.
	(12.01.23) Region 29-Brooklyn wins Administrative Law Judge decision finding Amazon unlawfully retaliated against workers for their union activities.			(02.10.22) Today, National Labor Relations Board General Counsel Jennifer Abruzzo issued a memorandum to all field offices, committing to working closely with other federal agencies to fully effectuate the mission of the National Labor Relations Act.
				(02.11.22) Workers can call 1-844-762-6572 for assistance filing a charge. A Spanish option is available and we may also be able to provide you with a language interpreter. Or you can contact your closest NLRB Field Office or submit a form on our website.
				(02.11.22) And if a charge is filed alleging that misclassification itself is violating the NLRA by leading workers to believe they don't have rights, GC Abruzzo will consider whether to issue a complaint and allege that this independently unlawfully chills the exercise of those rights.
				(02.11.22) In December, in a case called The Atlantic Opera, the NLRB invited briefs on whether it should overrule SuperShuttle and what test it should use for independent contractors.
				(02.11.22) The National Labor Relations Act provides fundamental rights to workers to organize and collectively bargain. But the Act explicitly excludes workers who are independent contractors from these rights.
				(02.16.22) #ConsulMexMAC firma Carta de Arreglo en colaboración con #NLRB para proteger los derechos laborales de los connacionales dentro de la circunscripción.
				(02.17.22) Today, National Labor Relations Board General Counsel Jennifer Abruzzo announced the appointment of Gregory Gleine as the Regional Attorney of the NLRB Region 8-Cleveland.
				(02.17.22) Today, National Labor Relations Board General Counsel Jennifer Abruzzo announced the appointment of Olga Torres as the Regional Attorney of the NLRB Region 2-Manhattan.
				(02.22.22) Join @WHD_DOL, @USEEOC, and @NLRB on 2/24 at 12 p.m. ET for a panel discussion on the impact of employer retaliation on workers, particularly

				workers who may also suffer racial discrimination in the workplace.
				(02.22.22) On January 28, 2022, the NLRB settled a federal suit against the U.S. Virgin Islands, ensuring that unions may freely represent employees of casino-related businesses.
				(02.23.22) Tomorrow at noon ET, join General Counsel Jennifer Abruzzo, the @USEEOC, and @WHD_DOL for a panel discussion on the impact of employer retaliation on workers, particularly workers who may also suffer racial discrimination.
				(02.24.22) Happening today at 12pm ET: Hear from the NLRB General Counsel Jennifer Abruzzo and Region 10 Regional Director Lisa Henderson, along with @USEEOC and @WHD_DOL.
				(02.24.22) U.S. EEOC #HappeningNow Watch live via YouTube
				(02.24.22) General Counsel Jennifer Abruzzo was honored to welcome Dr. @kaywhitehead to the NLRB for Black History Month and lift up the work of NLRB agents in protecting the rights of workers to engage together and advocate for racial justice in their workplaces.
				(02.24.22) Ending #Retaliation:@NLRB Regional Director Lisa Henderson on the importance of collaboration: "Unfair labor practices don't arise in a vacuum - we can't extract our piece -like a knee bone in the old game Operation- from the larger context of employees work environments."
				(02.24.22) Ending #Retaliation:@NLRBG C J Abruzzo "We are striving for the strongest collaboration and networked enforcement possible in order to protect workers who raise their collective voices to combat all forms of mistreatment and hold accountable those who try to silence them"
				(02.25.22) Did you miss yesterday's event: Ending Retaliation, Securing Racial and Economic Justice in the Workplace? Hear from @WHD DOL, @USEEOC, and @NLRB about our agencies and work. Watch the recording.
				(03.01.22) Follow @NLRBG C s for our tweets in Spanish.
				(03.01.22) Under the National Labor Relations Act, it is unlawful for an employer to have policies that specifically prohibit the discussion of wages on social media. Read more: https://nlrb.gov/about-nlrb/rights-we-protect/your-rights/your-rights-to-discuss-wages .
				(03.04.22) The NLRB is hiring an Attorney-Advisor in the Freedom of Information Action (FOIA) Branch of the Division of Legal Counsel.


				(03.08.22) Workers can call 1-844-762-6572 for assistance filing a charge. A Spanish option is available and we may also be able to provide you with a language interpreter. Or you can contact your closest NLRB Field Office or submit a form on our website
				(03.08.22) The National Labor Relations Board celebrates the contributions of all the women who perform essential work to support their families, communities, and country on InternationalWomensDay, including the hardworking women who carry out the mission of the NLRB every day.
				(03.10.22) If you receive a suspicious call, text, or email, hang up or do not respond. NLRB employees will NEVER threaten you or demand immediate payment.
				(03.14.22) The NLRB is hiring for various positions throughout the Agency.
				(03.25.22) Workers can call 1-844-762-6572 for assistance filing a charge. A Spanish option is available and we may also be able to provide you with a language interpreter. Or you can contact your closest NLRB Field Office or submit a form on our website.
				(03.25.22) If you signed an arbitration agreement at your job and think it contains these kinds of provisions, you can file an unfair labor practice charge and the NLRB will investigate whether there is a violation of the NLRA.
				(03.25.22) Under the National Labor Relations Act, employees have the right to discuss their wages and working conditions and contact the NLRB to file an unfair labor practice charge when those rights are violated.
				(03.31.22) Many thanks from GC Abruzzo to @aijenpoo for speaking to NLRB staff about the challenges facing domestic workers in the United States and for sharing her views on empowering working women across the country to act collectively to expand worker protections.
				(04.04.22) The NLRB invites college & university students and career advisors to attend our 2022 Virtual Spring Internship Webinar on Wednesday, April 6th, from 1:00 pm – 2:30 pm EST. This event is a fantastic way to explore career paths at the NLRB!
				(04.05.22) Region 7 of the NLRB is hiring a bilingual Field Examiner in Grand Rapids, Michigan.
				(04.06.22) The surge in labor activity nationwide has caused a significant increase in the NLRB's caseload, and the Agency urgently needs more staff and resources to effectively comply with our Congressional mandate.

				(04.;06.22) Underfunding has contributed to a sharp decline in staffing, falling disproportionately on the Field Offices, which are responsible for handling elections and unfair labor practice charges. Overall NLRB staffing levels dropped 39% since FY02 and field staffing has shrunk by 50%.
				(04.06.22) During the first half of Fiscal Year 2022, union representation petitions filed at the NLRB have increased 57%—up to 1,174 from 748 during the first half of FY2021. At the same time, unfair labor practice charges have increased 14%—from 7,255 to 8,254.
				(04.12.22) The Supreme Court explained the importance of worker organizing to the ability of workers to deal on equal grounds with their employer and affirmed that Congress could safeguard these fundamental rights, as they had in the National Labor Relations Act.
				(04.12.22) The Supreme Court explained that employees have as a clear a right to organize and select their representatives as employers have to organize their businesses and select their own officers and agents.
				(04.12.22) 85 years ago, the Supreme Court upheld the National Labor Relations Act and affirmed the rights it protects as fundamental.
				(04.14.22) NLRB is proud to join 90+ other Federal agencies in releasing a historic Equity Action Plan! Check out how we plan to harness data equity tools and promote equity through our enforcement of labor law
				(04.14.22) Last week, GC Abruzzo issued a memo announcing that she would urge the Board to rule that captive-audience meetings in which employees are forced to listen to employer speech concerning the exercise of their labor rights under Section 7 of the NLRA are unlawful.
				(04.14.22) By adopting this approach, the Board would protect employers' free speech right to express views, argument, or opinion concerning Section 7 activity. But employees would also be able to freely assert their right to refrain from listening to that speech.
				(04.15.22) Jason Knepp Named Assistant to the Regional Director of Region 7-Detroit
				(04.27.22) Today, the NLRB General Counsel issued a memo to all Field Offices on how @FMCS_USA services, including mediation, training, and card counts, can advance our mission to encourage the practice and procedure of collective bargaining.
				(04.28.22) Fifth Circuit Rejects Argument That President's Removal of Former NLRB GC Was Improper

				(05.02.22) NLRB General Counsel Issues Memo on Ensuring Access for Immigrant Workers to NLRB Processes
				(05.03.22) Watch now: General Counsel Abruzzo will sign Letters of Arrangement with the embassies of Guatemala, Honduras, and El Salvador: https://youtube.com/watch?v=y3U
				(05.10.22) National Labor Relations Board Inks Workplace Rights Partnerships with the Governments of El Salvador, Guatemala, and Honduras
				(05.12.22) Inspired by Section 7 of the National Labor Relations Act, General Counsel Abruzzo and her team took collective action to improve their working [out] conditions.
				(05.16.22) Today, General Counsel Jennifer A. Abruzzo announced the appointment of Angie Cowan Hamada to serve as the Regional Director for the Agency's Region 13-Chicago office.
				(05.16.22) La Abogada General de la NLRB Emite un Memorándum Asegurando el Acceso a los Procesos de la NLRB para los Trabajadores Inmigrantes: https://nlrb.gov/es/news-outreach/news-story/la-abogada-general-de-la-nlrb-emite-un-memorandum-asegurando-el-acceso-a
				(05.16.22) La Junta Nacional de Relaciones del Trabajo suscribe acuerdos de colaboración sobre derechos en el lugar de trabajo con los gobiernos de El Salvador, Guatemala y Honduras
				(05.25.22) Labor rights are global. 🌐 Last night, the NLRB and the Ministry of Labor of Taiwan held a virtual conference to share knowledge and experience around labor law enforcement in our respective nations.
				(06.15.22) The NLRB is hiring a Regional Director in our Region-2 New York office.
				(06.16.22) On Saturday, June 25th, Region 7 of the NLRB will join @consulmexDET for a mobile clinic event in Grand Rapids, Michigan in the first joint event between the offices.
				(06.17.22) As we commemorate #Juneteenth, remember that the National Labor Relations Board protects your right to advocate with your coworkers for more racially equitable workplace policies. Learn more: https://nlrb.gov/about-nlrb/rights-we-protect/your-rights/employee-rights
				(06.22.22) Happy #Pride🏳️‍🌈 month! 🇩🇪🇺🇦 The National Labor Relations Board protects your right to work with your coworkers to protest transphobia, homophobia, and sexism in your workplace. Learn more:


				https://nlr.gov/about-nlr/rights-we-protect/your-rights/employee-rights
				<p>(06.22.22) Asesor Jurídico General de la NLRB @NLRBGCes NLRB realizará un Consulado Móvil con el Consulado Mexicano en Grand Rapids, Michigan el 25 de junio</p> <p>https://nlr.gov/es/news-outreach/region-07-detroit/nlr-realizara-un-consulado-movil-con-el-consulado-mexicano-en</p>
				<p>(06.24.22) The NLRB is hiring a Paralegal Specialist in the Office of General Counsel, Division of Enforcement Litigation, Appellate and Supreme Court Litigation Branch: https://usajobs.gov/job/661482900</p>
				<p>(07.05.22) 87 years ago, FDR signed the NLRA, making it the policy of our nation to encourage collective bargaining and to protect workers' rights to freedom of association, self-organization, & choice of representative. Today's NLRB employees work hard every day to effectuate that policy.</p> 
				<p>(07.08.22) The NLRB is hiring bilingual (Spanish/English) Language Specialists to serve as interpreters, translators, and transcribers for unfair labor practice case handling and elections work performed by field examiners and field attorneys.</p> <p>https://usajobs.gov/job/663652500#</p>
				<p>(07.12.22) Today, National Labor Relations Board Chairman Lauren McFerran and General Counsel Jennifer A. Abruzzo announced the appointment of Kimberly Sanford as the NLRB's first Chief Diversity Officer.</p>
				<p>(07.13.22) The surge in labor activity nationwide has caused a significant increase in the NLRB's caseload, and the Agency urgently needs more staff and resources to effectively comply with our Congressional mandate.</p>
				<p>(07.13.22) Underfunding has contributed to a sharp decline in staffing, falling disproportionately on the Field</p>

				<p>Offices, which are responsible for handling elections and unfair labor practice charges. Overall NLRB staffing levels dropped 39% since FY02 and field staffing has shrunk by 50%.</p> <p>SINCE FY2002, OVERALL NLRB STAFFING HAS DROPPED 39%</p> <p>AND FIELD STAFFING HAS SHRUNK 50%</p> <p><small>Total Agency Staff and Field Staff, FY2002–FY2022</small></p>
				<p>(07.19.22) Today, NLRB General Counsel Abruzzo announced a partnership with @FTC in order to promote fair competition and advance workers' rights. https://nlr.gov/news-outreach/news-story/national-labor-relations-board-and-federal-trade-commission-forge-new</p>
				<p>(07.20.22) The NLRB is hiring an Information Technology Specialist in the Infrastructure Branch of the Office of the Chief Information Officer: https://usajobs.gov/job/666472000</p>
				<p>(07.21.22) Today, NLRB GC Abruzzo announced the appointment of Eric A. Taylor as the RD of NLRB Region 9 - Cincinnati</p>
				<p>(07.21.22) Today, NLRB GC Abruzzo announced the appointment of Julie Kaufman as the RD of NLRB Region 22 – Newark, NJ</p>
				<p>(07.21.22) Today, NLRB GC Abruzzo announced the appointment of Renee D. McKinney as the RD of NLRB Region 6 - Pittsburgh</p>
				<p>(07.22.22) On Tuesday, August 2nd–Thursday, August 4th, Region 31-Los Angeles of the NLRB will join other federal agencies for a daily discussion on different aspects of labor rights. Each discussion will take place from 6–8pm PT on Zoom and is open to the public. https://nlr.gov/news-outreach/region-31-los-angeles/nlr-region-31-to-join-know-your-labor-rights-zoom-discussion</p>
				<p>(07.26.22) Today, General Counsel Abruzzo and @JusticeATR Assistant Attorney General Jonathan Kanter signed an agreement creating a partnership to better protect free and fair labor markets and ensure that workers can freely exercise their rights under the NLRA. https://nlr.gov/news-outreach/news-</p>

				story/national-labor-relations-board-and-department-of-justice-announce-new 
				(07.28.22) The NLRB is hiring Program Support Assistants in Field Offices across the country. https://usajobs.gov/job/667369200
				(07.28.22) Extreme heat at your job? You have the right to join with your colleagues to organize for a safe workplace. If you think your rights have been violated, call 1-844-762-6572 or visit http://nlrb.gov . #HotNLRBSummer
				(07.29.22) Asesor Jurídico General de la NLRB@NLRBGces · Jul 29 Calor extremo en su trabajo? Usted tiene derecho a unirse con sus compañeros para organizar un lugar de trabajo seguro. Si cree que sus derechos han sido violados, llame al 1-844-762-6572 o visite http://nlrb.gov/es . #HotNLRBSummer
				(07.29.22) Happy #disabilitypridemonth! You have the right to join with your coworkers to organize for disability access, inclusion, and equity in the workplace. If you think your rights have been violated, call 1-844-762-6572 or visit http://nlrb.gov .
				(08.01.22) Today, National Labor Relations Board General Counsel Jennifer A. Abruzzo announced the appointment of Jessica L. Cacaccio as the Regional Attorney of the NLRB Region 3-Buffalo.
				(08.01.22) Today, the National Labor Relations Board General Counsel Jennifer A. Abruzzo announced the appointment of David Turner as the Assistant to the Regional Director of the NLRB's Region 3-Buffalo office.
				(08.01.22) Today, the National Labor Relations Board General Counsel Jennifer A. Abruzzo announced the appointment of Joanna Silverman as the Regional Attorney of Region 31-Los Angeles.


				(08.05.22) The NLRB is hiring Program Support Assistants in Field Offices across the country: https://usajobs.gov/job/668935800
				(08.08.22) White House Initiative on AA and NHPIs Join for a briefing on workforce development and workforce protection resources available to AA and NHPI communities.
				(08.10.22) Today, National Labor Relations Board General Counsel Jennifer A. Abruzzo announced the appointment of Lanita Cravey as Resident Officer of the Agency's Birmingham Resident Office, which reports to the Region 10-Atlanta Regional Office.
				(08.10.22) Today, National Labor Relations Board General Counsel Jennifer A. Abruzzo announced the appointment of Erikson C. N. Karmol as the Regional Attorney of the NLRB Region 7-Detroit.
				(08.12.22) The National Labor Relations Board (NLRB) is hiring a Human Capital Data Analyst
				(08.18.22) Today, National Labor Relations Board General Counsel Jennifer A. Abruzzo announced the selection of Pablo A. Godoy as Deputy Assistant General Counsel in the Division of Operations-Management.
				(08.29.22) To kick off #LaborRightsWeek, Associate General Counsel Jessica Rutter spoke at @ConsulMexWas, lifting up the NLRB's commitment to protecting immigrant workers' rights under the National Labor Relations Act. And don't miss the inauguration ceremony hosted by @ConsulMexMAC in #McAllen at 11am CT. We'll be highlighting #LaborRightsWeek events across the country throughout the week! If you attend one, make sure to tag us & send us a pic!
				(08.30.22) The NLRB protects your rights regardless of your immigration status. If you think your rights have been violated, you can always file a charge in English or Spanish here: https://apps.nlr.gov/MyAccount/#/ChargeAndPetition/TermsConditions?lang=es
				(08.30.22) If you're in #Dallas, our field officers & @ConsulMexDal are hosting a Facebook Live on the NLRB & workers' rights - no matter your immigration status. That starts at 11am CT.
				(08.30.22) It's the second day of #LaborRightWeeks & we have events all across the country. Today in #Chicago, our field officers & @ConsulMexCho are giving a presentation on workers' rights at 9:30am.
				(08.30.22) Today, General Counsel Jennifer A. Abruzzo announced the appointment of John D. Doyle, Jr. as the Regional Director for the Agency's Region 2 office in New York, New York.




				(08.31.22) This morning starting at 9:30 am PT, our officers will be at the @ConsulMexPot offices in #Portland with information & resources on workers' rights.
				(08.31.22) And our offices in #Austin, #Laredo, & #DelRio along with @ConsulMexAtn & @ConsulMexDelRio are hosting 3 Facebook lives today on the NLRB & workers' rights. You can find more info at the Consuls' Facebook pages.
				(08.31.22) Good morning & happy #LaborRightsWeek! No matter where you are today, make sure to join our #Indianapolis office's & @ConsulmexINI's Facebook Live at 11:45am ET to learn more about the NLRB & your rights as a worker.
				(09.01.22) In #Boston at 1pm ET, our field officers will be giving a presentation on immigrant worker democracy at the @ConsulMexBoston office. You can stream the presentation here: https://facebook.com/ConsulmexBoston/
				(09.01.22) And our McAllen office & @ConsulMexMAC are hosting a Facebook live today on the NLRB & workers' rights at 10am CT.
				(09.01.22) Happy Thursday! In #NewYork at 10am ET, our field officers & @ConsulMexNuy will be hosting a presentation in Spanish on workers' rights with information & resources. You can find out more information here: facebook.com Consulado General de México en Nueva York
				(09.02.22) On Sunday, Region 9-Cincinnati staff will join an event hosted by the Mexican Consulate & the #Cincinnati Interfaith Workers Center.
				(09.02.22) Our offices in #Houston & #Brownsville, in partnership with @ConsulMexHou & @ConsulMexBro, will each host a Facebook live on the NLRB & workers' rights today at 10am & 11am CT. You can find more info at the Consuls' Facebook pages.
				(09.02.22) Last chance to catch one of our #LaborRightsWeek event in person! If you're in #Chicago, drop by @ConsulMexCho for information & resources on your rights as a worker. Happy early #LaborDay!
				(09.05.22) If you think your rights have been violated, call 1-844-762-6572 for assistance filing a charge. A Spanish option is available and we may also be able to provide you with a language interpreter. File a charge here: https://apps.nlr.gov/MyAccount/#/ChargeAndPetition/TermsConditions
				(09.05.22) Your employer cannot retaliate against you for exercising your rights as a worker – no matter your


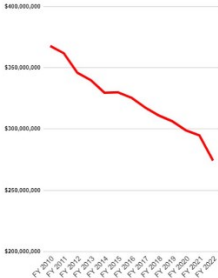
				immigration status. The NLRB is committed to ensuring that workers' rights are respected & protected – today & every day. https://eeoc.gov/fact-sheet-retaliation-based-exercise-workplace-rights-unlawful
				(09.05.22) 📢 Happy #LaborDay from the NLRB General Counsel! This Labor Day, educate yourself on your rights under the National Labor Relations Act (NLRA): https://nlrb.gov/about-nlrb/rights-we-protect/your-rights 
				(09.07.22) The NLRB is hiring a Regional Director in Region 29-Brooklyn.
				(09.07.22) On Wednesday, October 12th, Elizabeth Kerwin, the Regional Director of the NLRB - Region 7, will be the keynote speaker for the opening meeting of the Detroit area Chapter of the Labor and Employment Relations Association (LERA).
				(09.07.22) Today, @SBA released a digital toolkit to highlight the mutual benefits of labor-management partnerships and collective bargaining to employers and workers. We are proud to join the @SBA, the @USDOL, and @FMCS_USA in this historic collaboration. https://sba.gov/article/2022/sep/07/sba-dol-nlrb-fmcs-join-forces-historic-collaboration-launch-new-digital-toolkit-empower-workers
				(09.15.22) Today, the National Labor Relations Board General Counsel Jennifer A. Abruzzo announced the appointment of Janet Little as the Assistant to the Regional Director of the NLRB's Region 19-Seattle office.
				(09.23.22) The NLRB General Counsel is hiring Honors Attorneys in our DC headquarters. Find out more https://usajobs.gov/job/679034100
				(09.23.22) The NLRB General Counsel is hiring Law Clerks for our Honors Program in our DC headquarters.

				(09.23.22) The NLRB is hiring Law Clerks for our Honors Program in field offices across the country.
				(09.26.22) National Labor Relations Board General Counsel Jennifer A. Abruzzo recently announced the appointment of Carla K. Coffman as the Assistant to the Regional Director of Region 14—St. Louis.
				(09.29.22) As kids go back to school, we thank the teachers, bus drivers, cafeteria workers, janitors, and other workers who help them along the way.
				(09.30.22) Recently, General Counsel Abruzzo spoke with @Franchising411's Board of Directors. In order to deter statutory violations and promote industrial stability, it's important for employers to understand workers' rights & employers' obligations under the National Labor Relations Act.
				<p>(10.06.22) Underfunding has contributed to a sharp decline in staffing, falling disproportionately on the Field Offices, which are responsible for handling elections and unfair labor practice charges. Overall NLRB staffing levels dropped 39% since FY02 and field staffing has shrunk by 50%.</p> <p>SINCE FY2002, OVERALL NLRB STAFFING HAS DROPPED 39% AND FIELD STAFFING HAS SHRUNK 50%</p> <p><small>Total Agency Staff and Field Staff, FY2002–FY2022</small></p>
				(10.06.22) Our staff in the field and headquarters has done a tremendous job handling a historic surge in cases, but we urgently need Congress to fully fund the NLRB.
				(10.07.22) This fall, as you enjoy your pumpkin spice (or refrain), know that you have rights as a worker, including the right to talk about your working conditions with your coworkers, the public, the media, or a union in an effort to improve your workplace.
				(10.11.22) General Counsel Jennifer A. Abruzzo announced the appointment of Kathy Drew King as Deputy Associate General Counsel for the Division of Operations -Management.
				(10.13.22) Many thanks to Jacinta González, Senior Campaign Director of @ConMijente, for speaking to NLRB staff on the important work of educating workers,

				regardless of their immigration status, on their rights and protections in this country. #HispanicHeritageMonth
				(10.13.22) The NLRB is extending the application deadline for our Honors Program until October 17th.
				(10.17.22) If you believe your labor rights have been violated, call the NLRB at 1-844-762-6572. A Spanish option is available. Leave a confidential voicemail with your name, phone number, city/state of your employer, & a brief message. A Board agent will call you back with an interpreter.
				(10.17.22) Si cree que sus derechos laborales han sido violados, llame a la NLRB al 1-844-762-6572. Una opción en español está disponible. Deje un mensaje de voz confidencial con su nombre, número de teléfono, ciudad y estado donde se encuentra su empleador y un corto mensaje.
				(10.24.22) October is National Disability Employment Awareness Month. Under the National Labor Relations Act, you and your coworkers have the right to advocate for a more inclusive and accessible workplace. #NDEAM
				(10.26.22) Debido a que el estatus migratorio no es relevante en cuanto a si ha habido una violación de la ley laboral, la NLRB NO preguntará sobre estatus migratorio. Para hablar con un agente de la NLRB, llame al 1-844-762-6572 para dejar un mensaje de voz confidencial.
				(10.26.22) Because immigration status is not relevant as to whether there has been a violation of labor law, the NLRB will NOT ask about immigration status. To speak to a NLRB agent, call 1-844-762-6572 to leave a confidential voicemail. A Board agent will call you back with an interpreter.
				(10.27.22) Recently, General Counsel Abruzzo joined NLRB colleagues to speak about the Agency's role in enforcing labor law at a College of Labor and Employment Lawyers event in New York.
				(10.31.22) Monsters, ghosts, villains, and labor law violations—oh my! This #Halloween make sure you know your rights as a worker and report any labor law violations to the NLRB.
				(11.01.22) Need speak to a NLRB agent about your labor rights? Call 1-844-762-6572 to leave a confidential voicemail in Spanish with your name, phone number, city and state of your employer, and a brief message and one of our Board agents will call you back with an interpreter.
				(11.01.22) ¿Desea hablar con un agente de la NLRB acerca de sus derechos laborales? Llame al 1-844-762-6572 para dejar un mensaje de voz confidencial en

				español con su nombre, número de teléfono, ciudad y estado donde se encuentra su empleador y un corto mensaje.
				(11.02.22) Attention all workers: http://Worker.gov is a newly updated website with helpful resources on workplace rights, including: <input type="checkbox"/> Organizing a workers' committee or a union <input type="checkbox"/> Voicing safety concerns <input type="checkbox"/> What to do if you think you are facing retaliation ... and more!
				(11.03.22) What do #Workers rights and #NationalSandwichDay have in common? Keep reading to find out! In the summer of 1929 in New Orleans, streetcar workers from the Amalgamated Association of Electric Steet Railway Employees Division 194 began to strike for better wages 
				(11.07.22) Many thanks to Darren Parry, @shoshonelder, who spoke to NLRB staff about the history of his tribe and the ongoing work of the Boa Ogai project, a cultural and interpretive center in Idaho. We are grateful for the wisdom you shared with us this #NativeAmericanHeritageMonth.
				(11.09.22) Today, NLRB General Counsel Abruzzo issued a memo empowering Regional Directors to share info with other worker and consumer protection agencies at the federal, state, and local level. https://apps.nlr.gov/link/document.aspx/09031d45838f5915
				(11.11.22) This #VeteransDay, General Counsel Abruzzo thanks members of the military and their families for your service to our country.
				(11.15.22) On October 31, 2022, General Counsel Jennifer A. Abruzzo announced the appointment of Teresa Poor as the Regional Director for the Agency's Region 29 office.
				(11.17.22) This week, General Counsel Abruzzo, Deputy Counsel Ohr, and Region 13-Chicago's staff celebrated the installation of Angie Cowan Hamada, who was appointed as Regional Director in May.
				(11.17.22) Last week, NLRB General Counsel Jennifer Abruzzo, Deputy General Counsel Peter Ohr, and Associate General Counsel Jessica Rutter spoke at the

				<p>ABA's Annual Labor and Employment Law conference about the Agency's key priorities.</p> <p>(11.18.22) Today, National Labor Relations Board Chairman Lauren McFerran and General Counsel Jennifer Abruzzo sent a letter to congressional appropriators, alerting them to the budget crisis at the NLRB. Read the letter: https://nrlb.gov/sites/default/files/2022-11-18-letter-to-appropriators.pdf</p> 
				<p>(11.24.22) Happy Thanksgiving from the NLRB General Counsel! Our deepest thanks to the millions of workers across the world who grow our food, process it, package it, transport it, sell it, cook and serve it, and clean it all up.</p>
				<p>(11.30.22) Today, General Counsel Abruzzo spoke at the U.S. Chamber of Commerce about the importance of employers being aware of and complying with their obligations under the National Labor Relations Act.</p>
				<p>(12.05.22) The NLRB is facing a \$20 million shortfall after being flat-funded the past eight years. The Agency will likely have to furlough staff if funding isn't increased in the next budget.</p> <p>Here's what the NLRB is facing </p> <p>https://nrlb.gov/sites/default/files/2022-11-18-letter-to-appropriators.pdf</p> 

			<p>(12.05.22) Further erosion of the Agency's staff and resources will continue to harm case processing to the significant detriment of both employers and employees. Despite their best efforts, it will take longer for staff to prosecute, settle, or dismiss unfair labor practice charges.</p>
			<p>(12.05.22) Unless Congress provides additional funding in the next budget, the NLRB will be forced to reduce our operational capacity, including foregoing overdue IT investments, reduced office hours, and likely furloughs of dedicated career employees.</p>  <p>Since Congress hasn't increased the Agency's funding for the last eight years, adjusting for inflation, this is actually a budget *decrease* of 25% since fiscal year 2014.</p>  <p>IN REAL DOLLARS, THE NLRB'S BUDGET HAS BEEN CUT</p> <p>25%</p> <p>SINCE FY2014.</p> <p>Funds Appropriated to the NLRB FY2010–FY2022, in 2022 dollars</p> <p>Accounting for both unfair labor practice charges and union representation petitions, the total case intake increased 23% — from 16,720 cases in FY21 up to 20,498 in FY22. That's the largest single-year increase since 1976 and the largest percentage increase since 1959.</p>

**FY22 SAW THE
LARGEST SINGLE-YEAR
CASE INCREASE SINCE**

1976



Likewise, in FY22, unfair labor practice charges filed with the NLRB increased 19% just over the last fiscal year — that's nearly 18,000 charges as compared to FY21's 15,082.

**UNFAIR LABOR PRACTICE
CHARGES INCREASED**

19%



IN FY22, COMPARED WITH FY21



The diminished staff can't keep up with the increased workload. In FY22, 2,510 union representation petitions were filed with the NLRB—a 53% increase from last year.

This is the highest number of union representation petitions filed since FY16.

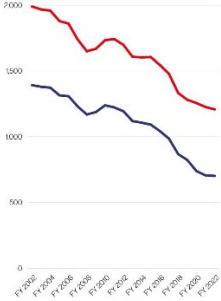
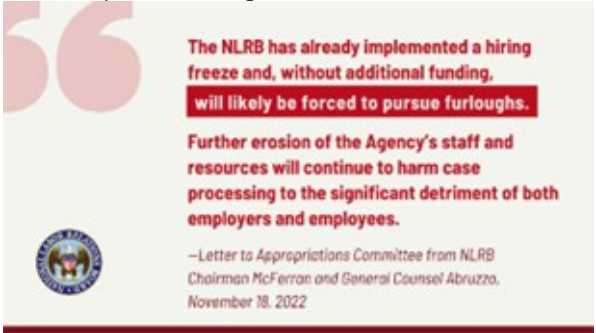
**NLRB UNION ELECTION
PETITIONS WERE UP**


53%




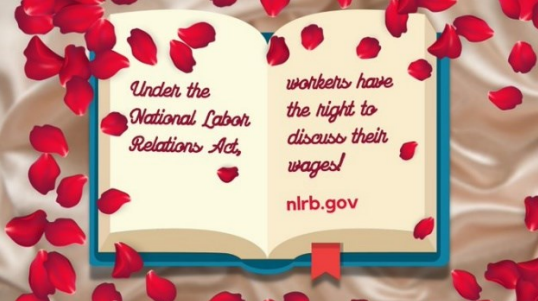

IN FY22, COMPARED WITH FY21






				<p>Underfunding has contributed to a sharp decline in staffing, falling disproportionately on the Field Offices, which are responsible for handling elections and unfair labor practice charges. Overall NLRB staffing levels dropped 39% since FY02 and field staffing has shrunk by 50%.</p>  <p>SINCE FY2002, OVERALL NLRB STAFFING HAS DROPPED 39% AND FIELD STAFFING HAS SHRUNK 50%</p> <p><small>Total Agency Staff and Field Staff, FY2002–FY2022</small></p> <p>At this point, the Agency has exhausted its ability to absorb cost increases through staff attrition and operational efficiencies. Labor costs are already 80% of the NLRB’s budget. Without additional funding, the Agency will likely be forced to pursue furloughs.</p>  <p>(12.07.22) The NLRB is hiring a Regional Director in Region 4-Philadelphia.</p> <p>(12.09.22) The General Counsel is recruiting student volunteers to serve at either the Agency’s headquarters or one of our field offices located throughout the country.</p> <p>(12.13.22) Over 10,000 others submitted comments on the joint-employer standard. Now it’s up to the Board to review them and issue a final rule, which will become law.</p> <p>(12.13.22) To best advance the purposes and policies of the Act, she also urges the Board to define control over any “essential term[] and condition[] of</p>

				employment” broadly and inclusively — as any term over which an employer is required to bargain.
				(12.13.22) Whether two or more employers are deemed “joint employers” by the NLRB can make a huge difference for workers exercising their rights to engage in protected activity such as strikes and picketing, and to bargain collectively with those who control their working conditions.
				(12.29.22) Today, NLRB General Counsel Jennifer Abruzzo and Chairman Lauren McFerran released the following message on the increased funding in the 2023 Omnibus Bill. https://nlr.gov/news-outreach/news-story/statement-on-nlr-funding-in-the-2023-omnibus-bill
				(01.01.23) Happy New Year from General Counsel Abruzzo! Start the new year off right by exercising your rights under the National Labor Relations Act. Learn more here: https://nlr.gov/sites/default/files/attachments/pages/no-de-184/nlr-flyer-627.pdf
				 <p>The flyer features a dark background with golden fireworks on the left and right sides. In the center, the year '2023' is written in large, bold, red font. Below it, the text reads: 'Happy New Year! The NLRB will continue to pursue its mission to ensure all workers can fully and freely exercise their rights to act collectively to improve their workplace, including discussing wages and working conditions, unionizing, and striking. nlr.gov'</p>
				(01.09.23) On January 18, 2023, Region 25-Indianapolis will join the U.S. Department of Labor Wage and Hour Division and the U.S. Equal Employment Opportunity Commission to host a joint listening session for unions and construction worker advocacy groups.
				(01.11.23) It is with great sadness that we announce the unexpected passing of our colleague, Matt Denholm, Regional Director of Region 9-Cincinnati.
				(01.13.23) NLRB GC Abruzzo applauds @DHSgov for its announcement today to enhance its processes to better support labor law enforcement efforts.
				(01.13.23) Because immigration status is not relevant as to whether there has been a violation of labor law, the NLRB will NOT ask about immigration status. To speak to a NLRB agent, call 1-844-762-6572 to leave a

				confidential voicemail. A Board agent will call you back with an interpreter.
				(01.16.23) Today, we honor the groundbreaking legacy of Dr. Martin Luther King Jr. Learn more about Dr. King's collaboration with civil rights and labor leaders, like A. Phillip Randolph, for the March on Washington for Jobs and Freedom here: https://nps.gov/articles/march-on-washington.htm6
				(01.18.23) La GC Abruzzo de la NLRB aplaude a @DHSgov por su anuncio de hoy de optimizar sus procesos para mejor apoyar los esfuerzos de aplicación de la ley laboral.
				(01.25.23) On February 15, 2023, Region 25-Indianapolis will join the @WHD_DOL and the @USEEOC to host a joint listening session for construction industry employers, employer associations, and human resources professionals.
				(02.06.23) ¿Frío extremo en el trabajo? Usted tiene el derecho a unirse con sus compañeros de trabajo para protestar por un lugar de trabajo seguro. Si piensa que sus derechos han sido violados, llame al 1-844-762-6572 o visite http://nlrb.gov/es .
				(02.06.23) Extreme cold at your job? You have the right to join with your colleagues to protest for a safe workplace. If you think your rights have been violated, call 1-844-762-6572 or visit http://nlrb.gov .
				(02.06.23) In fact, in a case called Washington Aluminum—where cold workers walked out of their unsafe workplace—the Supreme Court agreed that the National Labor Relations Act grants workers the right to take action for “mutual aid and protection.” Read more: Quote Tweet NLRB General Counsel @NLRBGC Jun 1, 2021  59 years ago, a unanimous Supreme Court holds that employees have the right to strike, even when they're not in a union, in NLRB v. Washington Aluminum Co. LABOR BD. v. WASHINGTON ALUMINUM CO. 9 Syllabus. NATIONAL LABOR RELATIONS BOARD v. WASHINGTON ALUMINUM CO. CERTIORARI TO THE UNITED STATES COURT OF APPEALS FOR THE FOURTH CIRCUIT. No. 464. Argued April 10, 1962.—Decided May 28, 1962.


				(02.10.23) On January 27, 2023, a three-judge panel of the U.S. Court of Appeals for the Ninth Circuit issued a unanimous decision in Aakash Inc. v. NLRB, rejecting the argument that President Biden's removal of former NLRB General Counsel Peter Robb was improper.
				(02.10.23) With great sorrow, we acknowledge the passing of our former colleague, Ronald Meisburg, former Board Member and General Counsel of the NLRB.
				(02.14.23) Roses are red, books have pages, you have the right to talk with others about your wages. 
				(02.14.23) Roses are red, violets are blue, if your labor rights are violated - the NLRB is here for you! 
				(02.21.23) Deputy General Counsel Ohr explains how the freedom of association is a fundamental workplace right: Sep 1, 2021 - This #LaborRightsWeek, watch NLRB Deputy General Counsel Peter Ohr explain how he learned about the right of association intuitively from growing up in an immigrant family. Find out more about how the NLRB protects the right of association at http://nlrb.gov .
				(02.21.23) Deputy General Counsel Peter Sung Ohr was recently honored by the @aabachicago with the Justice Award, which is given to "honor those who have had extraordinary accomplishments in the public sector." Join us in congratulating Peter for the well-deserved recognition!

				(02.23.23) Thank you to Professor Paula J. Giddings for her incredibly informative presentation during the Agency's Black History Month celebration where she highlighted the powerful contributions Black women have made to advance labor and civil rights nationwide.
				(02.27.23) Today, the NLRB General Counsel announces the appointment of Kimberly E. Andrews as the Regional Director for the Agency's Region 4 office.(Philadelphia).
				(03.07.23) Today, the NLRB General Counsel & @CFPB Director Rohit Chopra signed a memorandum of understanding, creating a partnership to protect workers and address practices of employer surveillance, monitoring, data collection, and employer-driven debt.
				(03.14.23) The NLRB is hiring a Regional Director in Region 9-Cincinnati. See the job posting for more details.
				(03.14.23) The NLRB is hiring a Regional Director in Region 27-Denver.
				(03.16.23) We urge Congress to fund us at @Potus's budget request so that we can fully effectuate our Congressional mandate of promoting collective bargaining and safeguarding employees' rights to organize and act collectively to improve wages, benefits, and other working conditions.
				(03.16.23) As case intake and inflationary costs continues to increase, the Agency will struggle to maintain current operations if Congress does not provide at least \$42 million in FY24.
				(03.16.23) In December, Congress gave the NLRB a \$25 million increase for FY23, ending a hiring freeze and preventing furloughs. The NLRB had lost 25% of its purchasing power and 400 field staff over the nine prior years of flat funding.
				(03.20.23) Today, General Counsel Abruzzo sent a memo to all field offices with an update on her prosecutorial priorities, recognizing the outstanding work of NLRB staff in pursuing them.

				 <p>Placing these issues before the Board for reconsideration is one of my most important objectives as General Counsel.</p> <p>Without doing so, Board law that undermines workers' statutory rights remains unchallenged, which will continue to detrimentally impact millions of employees throughout the country.</p> <p>—NLRB General Counsel Jennifer Abruzzo</p> 
				(03.21.23) The NLRB is hiring 28 field attorneys in Regional Offices across the country. See the job posting for more details: https://usajobs.gov/job/714263200
				(03.22.23) The NLRB is hiring a general attorney in the Region 15-New Orleans office. See the job posting for more details: https://usajobs.gov/job/714400400
				(03.22.23) Workers can call 1-844-762-6572 for assistance filing a charge. A Spanish option is available and we may also be able to provide you with a language interpreter.
				(03.22.23) If you believe your employer has violated the law by proffering, maintaining, or enforcing a severance agreement that is interfering with the exercise of your labor rights, you can file a charge with your NLRB Regional Office.
				(03.22.23) Today, General Counsel Abruzzo issued a memo with guidance on severance agreements, based on the Board's recent decision in the McLaren Macomb decision.
				 <p>NLRB General Counsel Issues Memo with Guidance to Regions on Severance Agreements</p> <p>Find out more at NLRB.gov or 1-844-762-6572</p>
				(03.28.23) Today, General Counsel Jennifer Abruzzo launched a “Know Your Rights” card series to educate workers on their rights under the National Labor Relations Act.
				(03.28.23) You can print, fold, and carry these cards with you in your pocket or wallet.

				(03.29.23) The NLRB is hiring for 15 Labor Management Relations Examiners (Field Examiners) in Regional Offices across the country.										
				(03.30.23) Thanks to Molly Murphy MacGregor, executive director and cofounder of the @officialNWA, for her presentation on the history of Women's History Month and celebrating women who tell their stories.										
				(04.04.23) The National Labor Relations Board will host a 2023 Find Your Career Path on Zoom. Students, Jobseekers, and University Career Advisors are invited to attend the webinar on Wednesday, April 26, 2023 at 1:00 PM - 2:30 PM EST.										
				<p>(04.05.23) We spoke to NLRB GC Jennifer Abruzzo, and Javier Ramirez at FMCS about their initiative to assist workers and employers in newly-organized units successfully reach a first collective bargaining agreement.</p> <p style="text-align: center;">First Contract Rate</p> <table border="1"> <caption>First Contract Rate Data</caption> <thead> <tr> <th>Time Period</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>Within 1 year of an election</td> <td>36%</td> </tr> <tr> <td>Within 2 years of an election</td> <td>58%</td> </tr> <tr> <td>Within 3 years of an election</td> <td>66%</td> </tr> <tr> <td>More than 3 years post election</td> <td>68%</td> </tr> </tbody> </table>	Time Period	Rate	Within 1 year of an election	36%	Within 2 years of an election	58%	Within 3 years of an election	66%	More than 3 years post election	68%
Time Period	Rate													
Within 1 year of an election	36%													
Within 2 years of an election	58%													
Within 3 years of an election	66%													
More than 3 years post election	68%													
				(04.11.23) During the first six months of Fiscal Year 2023, unfair labor practice (ULP) charges filed with the NLRB have increased 16% — from 8,275 to 9,529.										
				(04.11.23) The increased case intake at Field Offices occurs as the Agency struggles with funding and staffing shortages. The NLRB remains understaffed after almost a decade of flat funding. In the past 20 years, staffing in Field Offices has shrunk by 50%.										
				(04.11.23) "I'm proud of NLRB staff for processing cases with professionalism & care, even as our caseload increases. @POTUS's budget requests \$376 million, which is much needed to effectively and										


				efficiently comply with our Congressional mandate and provide quality service to the public."
				(04.13.23) This week, General Counsel Abruzzo issued a memo with info about Agency casehandling in response to the annual inquiry from @ABALEL's Practice and Procedure Under the National Labor Relations Act Committee.
				(04.17.23) On May 2 and 3, the NLRB Region 16-Fort Worth Regional Director will participate in an online forum for employers, contractors, workers, and other stakeholders on workplace compliance issues hosted by the @WHD DOL.
				(04.18.23) The NLRB is hiring for 15 Student Trainees (Field Examiners) in Regional Offices across the country. See the job posting for more details: https://usajobs.gov/job/719815200
				(04.18.23) Today we observe #HolocaustRemembranceDay. As we commemorate the Day of Remembrance, it is important not to forget and not to remain silent. Let us work to promote human dignity and confront hate whenever and wherever we see it.
				(04.22.23) Did you know the NLRB protects the right of workers to act together to improve their working conditions; for example, by calling for an employer to remove pollutants & other environmental hazards affecting their working conditions? Learn more— http://NLRB.gov #EarthDay2023
				(04.26.23) This is today! Come join us if you're a student, job-seeker, or university career advisory.
				(04.28.23) Today is Workers Memorial Day – please take a moment to recognize and mourn the workers who have lost their lives or were injured on the job. This year's theme is "Every worker is more than a number." Learn more about your rights at work at http://nlrb.gov .
				(04.28.23) Best practices on preventing and addressing retaliation in the workplace. https://blog.dol.gov/2023/04/28/best-practices-for-employers-to-prevent-and-address-retaliation
				(05.09.23) GC Abruzzo met with the California Agricultural Labor Relations Board Chair Victoria Hassid, GC Julia Montgomery, and staff to discuss our agencies' shared interests in protecting workers' rights.
				(05.10.23) This week we honor public service workers across the country — and we're especially grateful for the dedicated public servants at the NLRB who work so hard to ensure that all workers can exercise their labor rights free of retaliation.


				<p>(05.14.23) Asesor Jurídico General de la NLRB @NLRBGces May 7, 2021 ¡Feliz fin de semana del Día de las Madres! ¿Sabías que la NLRB protege los derechos de los trabajadores para actuar juntos y pedir a un empleador que adopte políticas de trabajo-vida que sean más amigables para los padres? Conozca más: http://nlrb.gov #DiaDeLasMadres2021</p>
				<p>(05.14.23) Happy Mother's Day weekend! Did you know the NLRB protects the rights of workers to act together and call for an employer to adopt work-life policies that are more parent-friendly? Learn more at http://nlrb.gov. #MothersDay2023</p>
				<p>(05.16.23) New NLRB "Know Your Rights" cards, collect them all! You can keep these cards as digital files or print them out as tri-fold sheets to carry in your wallet.</p>  <p>KNOW YOUR WORKPLACE RIGHTS: Workplace Equity Under the National Labor Relations Act, you have the right to join with your coworkers to demand a diverse, equitable, inclusive, and accessible workplace.</p> <p>KNOW YOUR WORKPLACE RIGHTS: Discussing Your Pay Under the National Labor Relations Act, you have the right to talk about your pay with your coworkers, the media, a union or worker center, a government agency, or the public.</p> <p>You have the right to join with your coworkers to protest racism, sexism, homophobia, and any other form of discrimination or inequity in your workplace.</p> <p>You have the right to join with your coworkers to seek higher pay or complain about pay inequity—including on social media platforms.</p> <p>It is illegal for your employer to retaliate against you in any way for this activity—like making you perform more difficult job duties, writing you up, suspending you, or firing you.</p> <p>It is illegal for your employer to retaliate against you in any way for this activity—like making you perform more difficult job duties, writing you up, suspending you, or firing you.</p> <p>It is illegal for your employer to have a policy that prohibits you from engaging in this activity, to tell you or your coworkers that you can't engage in this activity.</p> <p>It is illegal for your employer to have a policy prohibiting you from engaging in this activity, to tell you that you can't engage in this activity, or to ask you to sign your rights away.</p> <p>The National Labor Relations Board is an independent federal agency that protects the rights of private sector employees to join together, with or without a union, to improve their wages and working conditions.</p> <p>nlrb.gov 1-844-762-6572 publicinfo@nlrb.gov</p>
				<p>(05.16.23) The cards are also available in Spanish!</p>
				<p>(05.17.23) This week, General Counsel Abruzzo revised memorandum GC 20-10 to update suggested COVID-19-related protocols for manual elections.</p>
				<p>(05.17.23) General Counsel Abruzzo and NLRB staffers from across the Agency joined together to collectively exercise as part of the #CapChallenge race in Anacostia Park.</p>
				<p>(05.17.23) Remember: you always have the right to discuss your wages with anyone (including your coworkers), and your employer can't stop you from exercising this right.</p>


				(05.18.23) You have the right to join with your coworkers to demand a diverse, equitable, inclusive, and accessible workplace. Contact the NLRB if you think your rights have been violated.
				(05.19.23) Last week, the General Counsel spoke at the 2023 Workplace Strategies Seminar organized by Ogletree Deakins on employers' obligations under the National Labor Relations Act, and her current guidance, enforcement efforts, and priorities.
				(05.24.23) Today, NLRB General Counsel Jennifer A. Abruzzo announced the appointment of Eric A. Taylor as the Regional Director of the NLRB Region 9-Cincinnati.
				(05.26.23) We were honored to join this listening session on the use of automated technologies by employers to surveil, monitor, evaluate, and manage their workers. White House Office of Science & Technology Policy @WHOSTP - May 25 - The White House convened workers, researchers, labor and civil rights leaders, and policymakers to learn more about the increased use of automated technologies by employers to surveil, evaluate, and manage their employees. https://whitehouse.gov/briefing-room/statements-releases/2023/05/25/readout-of-white-house-listening-session-on-automated-worker-surveillance-and-management/
				(05.29.23) This #MemorialDay, we honor and remember the brave veterans in the armed forces who lost their lives in service of our country.
				(05.30.23) The General Counsel is committed to an interagency approach to restrictions on the exercise of employee rights. The NLRB has entered into MOUs with @FTC and @JusticeATR, both of which have addressed the anticompetitive effects of non-competes.
				(05.30.23) Non-competes are unlawful because they chill employees from exercising their Section 7 rights which protects employees' rights to take collective action to improve their working conditions.

				<p>Non-competes, which cut off workers' employment opportunities, interfere with workers' ability to exercise their labor rights. For example, when workers are restricted by a non-compete:</p> <ul style="list-style-type: none"> > they know that they'll have greater difficulty replacing lost income if discharged for exercising their rights to organize and act together to improve their working conditions. > bargaining power is undermined in the context of lockouts, strikes, and other labor disputes. > social ties and solidarity leading to improvements in working conditions are lost as workers scatter to the four winds.
				<p>(05.30.23) Today, General Counsel Abruzzo issued a memo setting forth her view that non-competes interfere with employees' exercise of their rights under the National Labor Relations Act and thus violate the Act except in limited circumstances.</p> <p style="text-align: center;">”</p> <p>Non-compete provisions reasonably tend to chill employees in the exercise of Section 7 rights when the provisions could reasonably be construed by employees to deny them the ability to quit or change jobs by cutting off their access to other employment opportunities that they are qualified for based on their experience, aptitudes, and preferences as to type and location of work.</p> <p style="text-align: right;">—General Counsel Abruzzo</p>
				<p>(05.31.23) We were lucky to hear from @profhuq this week for #AANHPIHeritageMonth. She spoke about her work and her journey -- "My mom felt empowered, because she knew when she took any action there was a collective behind her."</p>
				<p>(06.01.23) The NLRB is hiring a Contract Specialist in Washington, D.C. See the job posting for more details: https://usajobs.gov/job/728940400</p>
				<p>(06.06.23) The NLRB is hiring two Language Specialists in either our Los Angeles, Oakland, San Francisco, or Denver offices.</p>
				<p>(06.08.23) Today, General Counsel Jennifer A. Abruzzo announced the appointment of Matthew S. Lomax as the Regional Director of the NLRB Region 27-Denver office.</p>
				<p>(06.09.23) On Tuesday, General Counsel Abruzzo spoke at the Buffalo Co-Lab of the Cornell University Institute of Labor Relations about how critical it is that workers have the freedom to exercise their labor rights</p>









				and the NLRB's role in enforcing the law when those rights are violated.
				(06.09.23) The NLRB is hiring for a Management and Program Analyst in our Washington, D.C. office.
				(06.14.23) Thank you so much to Dr. @zeinmurib for their insightful talk as part of the agency's #PrideMonth celebration.
				(06.14.23) Happy #PrideMonth! 🇺🇸🏳️‍🌈 The National Labor Relations Board protects your right to work with your coworkers to protest transphobia, homophobia, and sexism in your workplace. https://nlrb.gov/about-nlrb/rights-we-protect/your-rights/employee-rights
				(06.18.23) Happy #FathersDay to all the dads out there! Did you know the NLRB protects the rights of workers to act together and call for an employer to adopt work-life policies that are more parent-friendly?

			<p>(06.19.23) Today is #Juneteenth, a day to celebrate emancipation while not losing sight of how far we have to go to secure full freedom and equality for all. Today and every day you have the right to advocate with your coworkers for more racially equitable workplace policies.</p>  <p>KNOW YOUR WORKPLACE RIGHTS: Workplace Equity</p> <p>Under the National Labor Relations Act, you have the right to join with your coworkers to demand a diverse, equitable, inclusive, and accessible workplace.</p> <p>You have the right to join with your coworkers to protest racism, sexism, homophobia, and any other form of discrimination or inequity in your workplace.</p> <p>It is illegal for your employer to retaliate against you in any way for this activity—like making you perform more difficult job duties, writing you up, suspending you, or firing you.</p> <p>It is illegal for your employer to have a policy that prohibits you from engaging in this activity, to tell you or your coworkers that you can't engage in this activity.</p> <p>The National Labor Relations Board is an independent federal agency that protects the rights of private sector employees to join together, with or without a union, to improve their wages and working conditions.</p> <p>nlr.gov 1-844-762-6572 publicinfo@nlrb.gov</p>
			<p>(06.21.23) The NLRB is hiring for two Staff Accountants in our Washington, D.C. office.</p>
			<p>(06.26.23) The NLRB is hiring for a General Attorney (Labor & Employment) in our Washington, D.C. office, with location negotiable after selection.</p>
			<p>(06.30.23) Unsafe air quality at work? You have the right to organize with your coworkers for safe working conditions. If you think your rights have been violated, call 1-844-762-6572 or visit http://nlrb.gov</p>

				
				(07.06.23) The NLRB is hiring for a Information Technology Specialist in our Washington, D.C. office.
				(07.07.23) The NLRB is also hiring for two Financial Management Specialists in our Washington, D.C. office.
				(07.07.23) The NLRB is hiring for a Supervisory Financial Officer in our Washington, D.C. office.
				(07.13.23) The NLRB is hiring for a Staff Accountant in our Washington, D.C. office.
				(07.14.23) This week General Counsel Abruzzo and Region 4-Philadelphia's staff celebrated the installation of Kimberly E. Andrews, who was appointed as Regional Director in February.
				(07.20.23) The NLRB is hiring for an Assistant General Counsel in our Washington, D.C. office.
				(07.20.23) The NLRB is also hiring for an Assistant to the General Counsel in our Washington, D.C. office.
				(07.27.23) The NLRB is hiring for four Program Support Assistants in our Phoenix, AZ, Oakland, CA, Peoria, IL, and Indianapolis, IN offices.
				(07.27.23) The NLRB is also hiring for a Supervisory General Attorney in our Washington, DC office.
				(08.01.23) The NLRB is hiring for six Labor Management Relations Examiners (Field Examiners) in our Denver, CO; Peoria, IL; Indianapolis, IN; and Detroit, MI offices.
				(08.01.23) The NLRB is also hiring for a Lead Information Technology Specialist (Systems Analysis) in our Washington, DC office.
				(08.01.23) And the NLRB is also hiring for an Administrative Support Specialist in our Washington, DC office.
				(08.04.23) Today, National Labor Relations Board General Counsel Jennifer A. Abruzzo announced the appointment of Dawn L. Goldstein as Deputy Associate General Counsel of the Division of Legal Counsel.

				(08.04.23) Thank you so much to @annielee415 and @CandiceCCho from @stopaapihate for their presentation on ways the NLRB and all of us can confront anti-Asian American discrimination, racism, or hate when we see it.
				(08.04.23) The NLRB is hiring for an Administrative Officer in our Phoenix, AZ office.
				(08.14.23) General Counsel Abruzzo was honored to speak over the weekend at the Frances Perkins Homestead National Historic Landmark about the role the federal government can play in improving the lives of workers in the United States. 
				(08.16.23) The NLRB is hiring for a Supervisory Information Technology Specialist in our Washington, DC office.
				(08.17.23) Today, National Labor Relations Board General Counsel Jennifer Abruzzo announced the appointment of Robert N. Oddis as Assistant General Counsel of the Injunction Litigation Branch.
				(08.24.23) The NLRB is hiring for a Supervisory Reporting Accountant in our Washington, DC office.
				(08.28.23) Excited to kick off #LaborRightsWeek with our partners from @EmbamexEUA, @EEOC and @NLRB to get the word out that ALL workers in the U.S. have rights. Check out our new website with labor rights info for migrant workers, available in English and Spanish: http://MigrantWorker.gov
				(08.29.23) In #DelRio, there was a NLRB presentation via Facebook Live.
				(08.29.23) In #Austin there will be a NLRB presentation via Facebook Live at 1 pm local time.
				(08.29.23) Yesterday, the GC kicked off the 15th annual #LaborRightsWeek speaking at @USDOL

				on the importance of educating immigrant & migrant workers about their rights. "Workers need to be educated about their workplace rights & about agencies that will protect & enforce those rights."
				(08.29.23) Despite what you might have heard, you have the right to talk with those who can assist in improving your working conditions. If you believe your labor rights have been violated, call the NLRB at 1-844-762-6572. #LaborRightsWeek
				(08.30.23) In #EaglePass, we have a NLRB presentation via Facebook Live at 10 am local time.
				(08.30.23) In #Houston, catch us on CBBA radio at 9 am along with the @EEOC, @DOL, and @OSHA. There will also be an information table at the #Dallas field office from 10 am to 12 pm local time.
				(08.30.23) #LaborRightsWeek continues with more events! Today we have events in #Chicago, #Houston, #Dallas, and #EaglePass, Texas.
				(08.30.23) Yesterday, the GC kicked off the 15th annual #LaborRightsWeek speaking at @USDOL on the importance of educating immigrant & migrant workers about their rights. "Workers need to be educated about their workplace rights & about agencies that will protect & enforce those rights."
				(08.30.23) We also have this handy card you can keep in your wallet for helpful reminders for you, your coworkers, and employers alike.

			<p>KNOW YOUR WORKPLACE RIGHTS: Discussing Your Pay</p> <p>Under the National Labor Relations Act, you have the right to talk about your pay with your coworkers, the media, a union or worker center, a government agency, or the public. </p> <p> You have the right to join with your coworkers to seek higher pay or complain about pay inequity—including on social media platforms.</p> <p>It is illegal for your employer to retaliate against you in any way for this activity—like making you perform more difficult job duties, writing you up, suspending you, or firing you. </p> <p> It is illegal for your employer to have a policy prohibiting you from engaging in this activity, to tell you that you can't engage in this activity, or to ask you to sign your rights away.</p> <p>The National Labor Relations Board is an independent federal agency that protects the rights of private sector employees to join together, with or without a union, to improve their wages and working conditions. </p> <p> nlrb.gov  1-844-762-6572  publicinfo@nlrb.gov</p>
			<p>(08.31.23) In #Dallas, there's a NLRB presentation in person at 8 am local time. And in #Laredo, there's a NLRB presentation via Facebook Live at 10 am local time. Watch here: facebook.com Consulado General de México en Laredo</p>
			<p>(08.31.23) In #Chicago, you have two opportunities to stop by for an informational event. In the morning, from 8am to 1:30pm and again in the afternoon from 2:30pm to 5:30pm local time. Both events are happening at the @ConsulMexCho's office.</p>
			<p>(08.31.23) It's #LaborRightsWeek and we have more events to share! Today we have events in #NewYork, #Chicago, #Dallas, and #Laredo.</p>

				(08.31.23) Want to be up to date on your rights at all times? Carry this immigration rights card in your wallet. #LaborRightsWeek
				(08.31.23) No matter your immigration status, you have the right to speak with coworkers or unions to improve your wages and working conditions. It's illegal for employers to threaten to call immigration authorities because you engaged in these activities. #LaborRightsWeek
				(09.01.23) In #Boston, there will be a NLRB presentation made in Spanish on knowing your rights in the workplace. The presentation will begin at 11 am local time. Watch here:facebook.com Consulado General de México en Boston
				(09.01.23) And there's a NLRB presentation via Facebook live at 11am from our field agents in #McAllen, Texas.
				(09.01.23) It's almost the last day of #LaborRightsWeek! Today we have events in #Chicago, #Boston, and #McAllen, Texas.
				(09.02.23) Today's the last day of #LaborRightsWeek! Today there is a free Spanish/English presentation on workers' laws in #FortWayne, Indiana. Our field agents will be at McMillen Park Community Center from 10am to 2pm local time.
				(09.05.23) Today's the last day of #LaborRightsWeek! Today there is a free Spanish/English presentation on workers' laws in #FortWayne, Indiana. Our field agents will be at McMillen Park Community Center from 10am to 2pm local time.
				(09.05.23) Today, General Counsel Jennifer A. Abruzzo announced the appointment of Helene Lerner as Chief of the Contempt, Compliance, and Special Litigation Branch.
				(09.12.23) The NLRB is hiring for an Information Technology Specialist in our Washington, DC office.
				(09.12.23) Yesterday, the National Labor Relations Board General Counsel Jennifer Abruzzo announced the appointment of Miguel Rodriguez as Assistant to the General Counsel in the Division of Operations-Management in Washington, DC.
				(09.19.23) In celebration of National Disability Employment Awareness Month, the National Labor Relations Board invites jobseekers, students, and career advisors to attend our inaugural Disability Mentoring Day event.
				(09.20.23) The NLRB is hiring for three Labor Management Relations Examiners in our Little Rock, AR, New Orleans, LA, Buffalo, NY, and Winston-Salem, NC offices.

				(09.20.23) The NLRB is also hiring for a Student Trainee (Field Examiner) in our Brooklyn, NY office.
				(09.21.23) The NLRB is hiring for a General Attorney (Labor) in our Albany and Buffalo, NY offices.
				(09.26.23) Starting October 1, 2023, members of the public can submit Freedom of Information Act (FOIA) requests for Agency records using SecureRelease.
				(09.29.23) Thank you so much to Professor Ruben Garcia for speaking to NLRB employees about the importance of the labor law protections for Latino/a/e/x workers in honor of #HispanicHeritageMonth.
				(10.05.23) Today, National Labor Relations Board General Counsel Jennifer A. Abruzzo announced the appointment of Elicia Watts as Director of the Office of Appeals.
				(10.13.23) "Our committed and talented NLRB career employees continue to process cases with professionalism and care," said General Counsel Abruzzo. <div data-bbox="1423 634 2028 1097" style="background-color: #0070C0; color: white; padding: 10px;"> <p>The President's Budget requests \$376 million for the Agency. This is much-needed to effectively and efficiently comply with our Congressional mandate when providing quality service promptly to the public in conducting hearings and elections, investigating charges, settling and litigating meritorious cases, and obtaining full and prompt remedies for workers whose rights are violated.</p> <p>—NLRB GENERAL COUNSEL JENNIFER ABRUZZO</p> </div>
				(10.13.23) The increased case intake at Field Offices occurs as the Agency struggles with funding and staffing shortages . The NLRB remains understaffed after almost a decade of flat funding. In the past 20 years, staffing in Field Offices has shrunk by 50%.
				(10.13.23) In Fiscal Year 2023 (Oct. 1, 2022–Sep. 30, 2023), 22,448 unfair labor practice charges and representation petitions were filed with the NLRB, an increase of 10% over FY 2022. This was the highest number of cases filed since FY 2016.
				(10.13.23) Today, the NLRB launched a new series of pages on its website that feature information in 17 languages on employee rights and employer

				<p>responsibilities under the NLRA. It also contains information on how to contact the Agency in those languages.</p> <p>National Labor Relations Board publications in other languages</p> <table border="1"> <tr> <td>Español - Spanish</td> <td>Polski - Polish</td> </tr> <tr> <td>العربية - Arabic</td> <td>Português - Portuguese</td> </tr> <tr> <td>中文 (繁體中文) - Chinese (Traditional)</td> <td>ਪੰਜਾਬੀ - Punjabi</td> </tr> <tr> <td>中文 (简体中文) - Chinese (Simplified)</td> <td>Русский - Russian</td> </tr> <tr> <td>Français - French</td> <td>Somali - Somali</td> </tr> <tr> <td>Kreyòl ayisyen - Haitian Creole</td> <td>Tagalog - Tagalog</td> </tr> <tr> <td>हिंदी - Hindi</td> <td>اردو - Urdu</td> </tr> <tr> <td>Hmong - Hmong</td> <td>Tiếng Việt - Vietnamese</td> </tr> <tr> <td>한국어 - Korean</td> <td></td> </tr> </table>	Español - Spanish	Polski - Polish	العربية - Arabic	Português - Portuguese	中文 (繁體中文) - Chinese (Traditional)	ਪੰਜਾਬੀ - Punjabi	中文 (简体中文) - Chinese (Simplified)	Русский - Russian	Français - French	Somali - Somali	Kreyòl ayisyen - Haitian Creole	Tagalog - Tagalog	हिंदी - Hindi	اردو - Urdu	Hmong - Hmong	Tiếng Việt - Vietnamese	한국어 - Korean	
Español - Spanish	Polski - Polish																					
العربية - Arabic	Português - Portuguese																					
中文 (繁體中文) - Chinese (Traditional)	ਪੰਜਾਬੀ - Punjabi																					
中文 (简体中文) - Chinese (Simplified)	Русский - Russian																					
Français - French	Somali - Somali																					
Kreyòl ayisyen - Haitian Creole	Tagalog - Tagalog																					
हिंदी - Hindi	اردو - Urdu																					
Hmong - Hmong	Tiếng Việt - Vietnamese																					
한국어 - Korean																						
				(10.13.23) General Counsel Abruzzo was pleased to preside over Regional Director Lomax's installation and welcome distinguished guests, including Denver colleagues from the @EEOC_Denver and @ConsulMexDen.																		
				(10.17.23) The NLRB is hiring for multiple Honors Attorneys through our Honors Program. See the description of our Honors Program for more details: https://nlrb.gov/about-nlrb/who-we-are/career-opportunities-at-the-nlrb/honors-program																		
				(10.19.23) In celebration of #NationalDisabilityEmploymentAwarenessMonth (NDEAM), the National Labor Relations Board invites jobseekers, students, and career advisors to attend our inaugural Disability Mentoring Day event.																		
				(10.20.23) Today, General Counsel Abruzzo announced the appointment of Kevin McClue as the Regional Attorney of the NLRB Region 15-New Orleans, Louisiana.																		
				(10.20.23) Today, General Counsel Abruzzo announced the selection of Christopher Roy as Deputy Assistant General Counsel in the Agency's Division of Operations-Management.																		
				(10.20.23) Today, General Counsel Abruzzo announced the appointment of Dolores Boda as Assistant to the General Counsel in the Division of Operations-Management in Washington, DC.																		
				(10.23.23) The NLRB is hiring for multiple Honors Attorneys through our Honors Program. See the description of our Honors Program for more details.																		
				(10.25.23) General Counsel Abruzzo attended the Federal Government Pro Bono Recognition Reception yesterday to support pro bono work by federal																		

				employees to provide critical legal assistance to those in need in our communities. Here with a federal employee from the USPTO.
				(10.26.23) Apply to be an NLRB Honors Attorney in one of our 26 field offices across the country or the General Counsel's office in DC. The deadline to apply has been extended until November 2nd!
				(10.31.23) Today, General Counsel Abruzzo and Assistant Secretary of Labor Douglas Parker executed a Memorandum of Understanding to strengthen the agencies' partnership to promote safe and healthy workplaces through protecting worker voice.
				(10.31.23) The NLRB and OSHA also released a resource which provides tools and key references for employers and workers on working collaboratively to create and maintain safe workplaces—including resources on collective bargaining and compliance.
				(11.02.23) Today, National Labor Relations Board General Counsel Jennifer Abruzzo announced the appointment of Richard Lussier as Deputy Associate General Counsel in the Division of Advice.
				(11.02.23) Today, General Counsel Abruzzo issued a memorandum to NLRB Field Offices with guidance in response to inquiries about the Board's recent decision in Cemex Construction Materials Pacific, LLC
				(11.02.23) All the GC's resources on the Cemex decision are available on a new page on our public website that will continue to be updated as new resources are available.
				(11.08.23) Today, National Labor Relations Board General Counsel Jennifer A. Abruzzo announced the appointment of Roberto Perez as the Regional Attorney for the NLRB's Region 16-Fort Worth.
				(10.10.23) This #VeteransDay, General Counsel Abruzzo thanks members of the military and their families for your service to our country.
				(11.23.,23) The NLRB General Counsel wishes all a happy Thanksgiving! We give our deepest thanks to the millions of workers across the world involved in our food supply chains who make this holiday (and every day!) possible.
				(11.27.23) General Counsel Abruzzo joined NLRB Region 22 Regional Director Suzanne Sullivan and other esteemed guests for the New Jersey State Bar Association's 45th Annual NLRB Labor Law Conference on Nov. 17 to talk about the NLRB's mission and how we're advancing it.
Total: 39	Total: 102	Total: 0	Total: 1	Total: 404
Pro-Union Total: 141 (99.3%)		Pro-Employer Total: 1 (0.7%)		

NLRB GC Tweets – July 22, 2021 – December 7, 2023: 546

©John N. Raudabaugh 2023

NLRB GC TWEETS – <i>Calendar Year</i>			
	Pro-Union	Pro-Employer	Institutional
2023	37	0	160
2022	64	0	169
2021	40	1	75

NLRB GC TWEETS – <i>Fiscal Year</i>			
	Pro-Union	Pro-Employer	Institutional
2024	4		23
2023	40	0	172
2022	87	1	170
2021	10	0	39