

## **KNOW YOUR RIGHTS!**

**As of January 1, 2020, all farm laborers have the right under the State Employment Relations Act (“SERA”) to:**

- Join, form, or assist a union, or not to do so;
- Collectively bargain through representatives of your own choosing;
- Engage in meetings, discussions, and other activities for the purpose of collective bargaining or your mutual aid or protection; and
- If an agreement cannot be reached through negotiations, to have an agreement settled by an arbitrator you and the employer both participate in choosing.

### **Under SERA, an employer violates the law if it**

- interferes with, restrains, or coerces you in exercising your rights under SERA;
- Spies on your activities in the exercise of your rights;
- Blacklists, refuses to hire, punishes, or discriminates against you for exercising your rights under SERA;
- Refuses to bargain or discuss grievances with the union or with your representative;
- Interferes with, dominates, or is involved in any union or other representative;
- Forces you to join any union or other group of its choice or to not join a union or organization you wish to join.

**ALL OF THESE ACTS ARE UNLAWFUL. Your Union or you can file a charge with the Public Employment Relations Board (PERB).**

### **What is Protected Concerted Activity?**

- Any activity, discussion, or meeting that is directed at improving terms and conditions of employment, or the group interests of employees.
- Strikes, work stoppages or slowdowns are **NOT** protected concerted activity for farm laborers; they are unlawful.

Source: NYS Public Employment Relations Board; NY State Labor Law Article 20.