

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.