

ENSURING WORKERS KNOW THEIR ORGANIZING AND BARGAINING RIGHTS

What We're Doing

- The Department of Labor is leading an initiative to increase awareness among workers of their federally protected rights to organize and collectively bargain with their employers.
- DOL is increasing the information on these issues available on [worker.gov](https://www.worker.gov), a plain-language website with information on workers' rights under key workplace laws.
- DOL is increasing compliance efforts around the [existing requirement](#) under E.O. 13496 for federal contractors to post a notice informing private sector workers of their organizing and collective bargaining rights under the National Labor Relations Act.
 - » The Office of Federal Contract Compliance Programs (OFCCP) will increase efforts to remind federal contractors of their obligations, and include information about the notice in compliance assistance resources and in information DOL shares with contractors.
 - » DOL will look for opportunities to promote the notice by, among other things, coordinating with education programs for returning veterans and the Women's Bureau. DOL will prioritize underserved workers such as young workers, women, and workers of color, as well as participants in programs receiving DOL funding (e.g., Job Corps) in this work.
- DOL will work with other agencies, including the Department of Defense and the Department of Health and Human Services, to expand distribution of the notice to more workplaces and workers.

Why We're Doing It

- By making information about organizing rights more widely available, more workers will become aware of, and may act on, their rights to organize and collectively bargain.
- By expanding information on [worker.gov](https://www.worker.gov), workers can reach the appropriate agencies to assist and protect them in the exercise of their rights.

Why It Matters for Worker Organizing and Collective Bargaining

- Research [shows that more than half](#) of private sector workers want to have a union at their workplace. Young workers, workers of color, and women are especially interested in organizing and are supportive of unions.
- Too often, workers are not aware of their organizing and bargaining rights and the availability of procedures for enforcing their rights. Research indicates that [only around one in ten](#) workers reports knowing how to form a union at their job, and younger workers, low-paid workers, and workers with lower levels of formal education [tend to have less access](#) to regular and reliable information sources about important workplace rights and protections.
- Accordingly, through this work the Department of Labor can significantly increase the number of workers who know about their federally protected rights – especially workers who might not otherwise have access to such information.

