

# NOTICE IN RE RAILWAY LABOR ACT

(Approved May 20, 1926; amended June 21, 1934)

(INSERT NAME OF POSTING CARRIER)

(PLACE)

August 14, 1934.

To ALL EMPLOYEES:

## 1.—HANDLING OF DISPUTES

Pursuant to the provisions of Section 2, Eighth, Railway Labor Act, as amended (approved June 21, 1934), you are hereby advised that all disputes between \_\_\_\_\_ and its employees will be handled in accordance with the requirements of the Railway Labor Act.

(Insert name of posting carrier here)

## 2.—CONTRACTS OF EMPLOYMENT

The following provisions of paragraphs Third, Fourth, and Fifth, Section 2, Railway Labor Act, are by law made a part of each contract of employment between this carrier and each of its employees, and shall be held binding regardless of any express or implied agreements to the contrary.

### FREEDOM OF CHOICE OF REPRESENTATIVES OF EMPLOYEES

“Section 2, Third. Representatives, for the purposes of this Act, shall be designated by the respective parties without interference, influence, or coercion by either party over the designation of representatives by the other; and neither party shall in any way interfere with, influence, or coerce the other in its choice of representatives. Representatives of employees for the purposes of this Act need not be persons in the employ of the carrier, and no carrier shall, by interference, influence, or coercion seek in any manner to prevent the designation by its employees as their representatives of those who or which are not employees of the carrier.”

### CARRIERS [FORBIDDEN TO INTERFERE IN LABOR ORGANIZATION

“Section 2, Fourth. Employees shall have the right to organize and bargain collectively through representatives of their own choosing. The majority of any craft or class of employees shall have the right to determine who shall be the representative of the craft or class for the purposes of this Act. No carrier, its officers or agents, shall deny or in any way question the right of its employees to join, organize, or assist in organizing the labor organization of their choice, and it shall be unlawful for any carrier to interfere in any way with the organization of its employees, or to use the funds of the carrier in maintaining or assisting or contributing to any labor organization, labor representative, or other agency of collective bargaining, or in performing any work therefor, or to influence or coerce employees in an effort to induce them to join or remain or not to join or remain members of any labor organization, or to deduct from the wages of employees any dues, fees, assessments, or other contributions payable to labor organizations, or to collect or to assist in the collection of any such dues, fees, assessments, or other contributions: *Provided*, That nothing in this Act shall be construed to prohibit a carrier from permitting an employee, individually, or local representatives of employees from conferring with management during working hours without loss of time, or to prohibit a carrier from furnishing free transportation to its employees while engaged in the business of a labor organization.”

### FREEDOM TO JOIN LABOR ORGANIZATION OF EMPLOYEE'S CHOICE

“Section 2, Fifth. No carrier, its officers or agents shall require any person seeking employment to sign any contract or agreement promising to join or not to join a labor organization; and if any such contract has been enforced prior to the effective date of this Act, then such carrier shall notify the employees by an appropriate order that such contract has been discarded and is no longer binding on them in any way.”

## 3.—INSTRUCTIONS TO OFFICERS

All officers of this carrier whose duties are affected by the foregoing are advised to take notice of and to comply with the provisions thereof.

\_\_\_\_\_, *President*.  
(INSERT ORIGINAL OR FACSIMILE SIGNATURE OF PRESIDENT)