

POLICY: NON-DISCOURAGEMENT OF ORGANIZING POLICY

J PAUL TAYLOR ACADEMY

www.jpaultayloracademy.org

Adoption date: January 6th, 2016

The National Labor Relations Act of 1935 prohibits employers from:

- interfering with or restraining employees who are exercising their rights to organize, bargain collectively, and engage in other concerted activities for their own protection;
- interfering with the formation of any labor organization—or contributing financial or other support to it;
- encouraging or discouraging membership in a labor organization by discriminating in hiring, tenure, or employment conditions;
- discharging or discriminating against employees who have filed charges or testified under the NLRA; or
- refusing to bargain collectively with the employees' majority representative.

The J. Paul Taylor Academy Governance Council and the Head Administrator they hire to implement the school's charter and will strictly adhere to these prohibitions.