

POLICY: NON-DISCOURAGEMENT OF ORGANIZING

J PAUL TAYLOR ACADEMY

www.jpaultayloracademy.org

Adoption date: January 6th, 2016

The J. Paul Taylor Academy Governance Council and the Executive Director shall strictly adhere to the National Labor Relations Act of 1935 which prohibits employers from:

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

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