



**PERSONNEL APPEALS BOARD
WASHINGTON, D.C.**

RIGHTS OF EMPLOYEES

FEDERAL LAW GIVES EMPLOYEES THE RIGHT:

- To form, join or assist labor organizations
- To bargain collectively through representatives of their own choosing
- To act together for the purposes of collective bargaining
- To decline to do any or all of these things

It is the responsibility of the Personnel Appeals Board to protect GAO employees in the exercise of these rights.

The Board wants all eligible employees to be fully informed about their rights under Federal law and wants both the Agency and any Union to know what is expected of them when it holds an election.

If an agent of either a Union or GAO interferes with your right to a free, fair, and honest election, the election can be set aside by the Personnel Appeals Board.

Following are examples of conduct that interferes with the rights of employees and may result in setting aside of the election:

- Threatening loss of jobs or benefits by the Agency or Union
- Promising or granting promotions, pay raises, or other benefits to influence an employee's vote by a party capable of carrying out such promises
- Threatening physical force or violence to employees by a Union or the Agency to influence their votes
- Altering PAB documents in a way that reflects PAB endorsement of a party to an election (e.g., sample ballot)

THE PAB PROTECTS YOUR RIGHT TO A FREE CHOICE.

Improper conduct will not be permitted. All parties are expected to cooperate fully with the Personnel Appeals Board in maintaining basic principles of a fair election as required by law. The Personnel Appeals Board does not endorse any choice in the election.