



Labor Laws: The National Labour Relations Act and Equal Employment Opportunity Commission Laws

Topic: Law | Words: 576 | Pages: 2

The National Labour Relations Act (NLRA)

The conditions under which employee termination is legal and the remedies for unlawful employee dismissal are outlined in the National Labour Relations Act (NLRA). According to NLRA, employment is always at will, and employers can dismiss an employee at any time provided they do not violate the collective bargaining or employment agreements (Dannin, 2018). The act protects employees against unlawful dismissal due to discrimination, engagement in union activities, or whistleblowing. The NLRA defines dismissal as termination of employment for either personal or business-related reasons. Although there are no specified procedures for dismissal unless stated in the collective bargaining agreement (CBA), employees can file complaints with the NLRA if they believe their dismissal qualifies to be termed as unfair labor practices (ULP).

If an employee files a complaint following unlawful dismissal, the NLRA follows a set of procedures to evaluate the case and determine the relevant actions. First, the employee should ascertain that their case is a ULP. Second, they will file a report with NLRA giving details of their case, after which an agent of NLRA will call them to investigate the case. From this point, NLRA works with the former employee and employer to analyze the reported case in line with the requirements spelled out in

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 density of cs 7 85 g cm³ the volume of water required for hydro testing is estimated as $\pi \times \text{pipe id in meter}^2 \times \text{length of pipe}$

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