

**Referring Untimely 11(c) Complainants to the NLRB**  
**Talking Points for Phone or In-Person Conversations**

*Once you have completed discussing the employee's rights and options under Section 11(c), please recommend that the employee contact the NLRB. The following points should be included in your discussion.*

- OSHA recommends that you contact the NLRB as soon as possible, to inquire about filing a charge alleging unfair labor practices.
- The time limit to file a charge with the NLRB is 6 months from the unfair labor practice.
- The NLRB is responsible for enforcing employee rights under the National Labor Relations Act (NLRA). The NLRA protects employee rights to act together to try to improve working conditions, including safety and health conditions, even if the employees aren't in a union.
- OSHA may not determine whether you are covered by the NLRA. Please contact the NLRB to discuss your rights under the NLRA.
- You may reach the NLRB at 1-844-762-6572.
- You may also locate your nearest NLRB Field Office at [www.nlr.gov/who-we-are/regional-offices](http://www.nlr.gov/who-we-are/regional-offices) (OSHA may want to look up the nearest office and provide the number and address).