



What should you know about unfair labor practices?

Many workers are fired from their job for no solid reason. Though there are some acceptable reasons for terminating a worker like incompetency, poor work quality, and dishonesty, employers don't really have the right to lay off employees without any solid cause. A [Labor Attorney](#) helps both employers and employees in dealing with unfair labor practices. People whose employment rights are violated must take the necessary legal actions. Obtaining the services of a professional law firm is the very best plan of action.



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Unfair Labor Practice

The relationship between an employer and an employee is a complex and a fragile one. It is constructed and defined by laws and it is important for both sides to develop an understanding of this law and what are their legal rights within it. A labor attorney can help in knowing all aspects of this law.

The system of unfair labor practice is defined in the law to help safeguard an employee against abuses and discrimination. These unfair practices are clearly defined in the law so that

it helps in identifying the cases and situations effectively where abuses take place. You can take help of [Tremiti LLC](#) in unfair labor practice disputes.

Here are some of the situations where there might be unfair labor practices during the period when a person is still employed by a company:

1. When an employer or HR department refuses a promotion because of some obscure reason or even when they give the reason for the denial and it is not valid.
2. Unfair treatment such as discrimination and pressurizing during the probation period of an employee, during which they are serving their initial employment days and undergoing evaluation for permanent placement.
3. The company refuses to render the benefits set forth by the law which ought to be received by an employee, or decline proper training for an employee so he/she can perform the job appropriately.
4. Suspension of an employee without entertaining due process as described in the employee handbook of the company. While an employer does have the right to suspend an employee, it should be because of some valid reason.
5. Disciplinary actions that have no valid reasons or without following the right process.

The labor laws define how a company can negotiate with labor unions and employees acting together to fight for their rights. While worker unions are protected they also carry some responsibilities under the law. To understand these responsibilities, they can refer to a qualified labor attorney. You can [Contact- Tremiti LLC](#) that represents employers during initial investigations, administrative hearings, and before the National Labor Relations Board (NLRB).