

IS YOUR EMPLOYER RESPECTING YOUR CONSTITUTIONAL RIGHTS?

Have you been told you have the right to join or not join a union? It is best practice for an employer to:

- Notify all current employees in writing about the US Supreme Court ruling in *Janus v AFSCME*, which gives public employees the right to resign membership from their union.
- Ensure that communications with applicants and new hires explain that:
 - they have the right to choose whether or not to join a union;
 - the annual dues rate of their unit's exclusive representative;
 - withdrawal of dues-deduction authorization is subject to restrictions; and
 - the terms and conditions (e.g. pay and benefits) of their position and title are the same regardless of their membership choice.
- Make all collective bargaining agreements, side letters, memorandums of understanding, and bargaining unit definitions publicly available to employees through the Human Resources department or on the employer's website.
- Update the employee manual to reflect that:
 - The employee has the right to choose whether or not to join a union.
 - Terms and conditions of employment (e.g. pay/benefits) are not affected by membership.
 - The union cannot harass an employee for choosing not to join the union.

Have you signed a dues deduction authorization card?

- Union dues should be deducted only for employees who have signed dues-deduction authorizations.
- If your employer does not have your signed dues-deduction authorization card, dues should not be deducted from your pay.

Have you been told you need to pay 'agency fees'?

- Agency fees or similar payments and deductions are unconstitutional.
- If there is language in your collective bargaining agreement that requires agency fees, you should talk to your employer and/or union about having it removed.