

YOUR RIGHTS REGARDING UNION MEMBERSHIP & DUES

It's the law!

As a public employee, you have the right to join a union. You also have the right not to join a union. Union membership is entirely voluntary, as are dues and fees.

Background:

The U.S. Supreme Court's decision in *Janus v. AFSCME* (2018) affirmed that public employees cannot be required to pay union dues or fees as a condition of employment. The justices found that compelling public employees to financially support a union infringes on their First Amendment rights to freedom of speech. Employees are free to join and pay dues to a union if they choose.

Employees will not be discriminated against, retaliated against or rewarded by the employer on the basis of their decision to join or not join a union.

How it works:

- If you choose to join a union, dues are deducted from your paycheck.
- If you choose not to join a union, you will not be required to pay dues or fees.
- If you choose to discontinue union membership, there is a process you must pursue before deductions from your wages stop. Contact your union for further information and instructions.

These are your rights under federal law. If you have questions, contact your human resources department.

Learn more:

Janus ruling: https://www.supremecourt.gov/opinions/17pdf/16-1466_2b3j.pdf

Public employees' collective bargaining law:
<https://app.leg.wa.gov/rcw/default.aspx?cite=41.56>

Center for Worker Rights at Washington Policy Center:
<https://www.washingtonpolicy.org/centers/detail/worker-rights>