



YOUR RIGHTS REGARDING UNION MEMBERSHIP & DUES

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.

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: www.washingtonpolicy.org/centers/detail/worker-rights



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