

Know Your Rights

Under existing labor law, you have the right to:

- Establish, join, and participate in a union without fear of retaliation.
- Attend on-campus meetings during the work day to discuss forming a union.
- Discuss the union with colleagues on campus and during the work day as long as other non-work issues are discussed during the work day.
- Exercise your judgment as a professional employee in order to set your own break times and determine if you have time to talk with a union representative about establishing, joining, and participating in a union.
- Use campus email to share information with colleagues on collective bargaining as long as campus email is used to distribute other non-work related information.
- Wear union buttons and stickers while at work. You also have the right to hang union literature on your office door and public bulletin boards.

Under existing labor law, the Administration **cannot**:

- Discipline, intimidate, or fire you for seeking to organize or join a union.
- Indicate to you and your colleagues that unionization will result in a loss of benefits and privileges currently in place.
- Bribe or otherwise promise benefits or privileges in order to influence how you vote in a union election.
- Ask about your participation in union activities, how you intend to vote, or if you have signed a union card.
- Favor or endorse affiliation with one labor organization over another.