

FUNDAMENTALS OF THE “FREEDOM TO JOIN ACT”

Enacted overwhelmingly by the Legislature over the governor’s veto, the Freedom to Join Act provides key union protections to replace those stripped from multiple state laws by the U.S. Supreme Court in the anti-union *Janus v. AFSCME* decision.

1. RIGHT TO ACCESS

- The union chosen by a majority of employees has a right to meet with individual employees at the worksite to investigate and discuss grievances and other work-related matters.
- The union has the right to conduct worksite meetings during non-work times and before and after the workday on the employer’s premises.
- The union has a right to meet with newly hired employees not later than 10 days after the date of hire, during new employee orientations, or in individual or group meetings.
- The union is entitled to a list of current and newly hired employees from the employer, including personal contact information. This will enable unions to communicate with members and potential members about their workplace rights and their membership.
- Employees can use the public employer’s email system to communicate with each other and with their union.

2. EMPLOYEE PRIVACY

The personal contact information for public employees is not available to third parties. Members do not need to worry that their employer will turn over their personal email addresses or cellphone numbers to students, parents, media outlets, or anti-union antagonists.

3. PAYROLL DEDUCTION

An employer must honor the terms of a union’s membership agreement with its members governing the payment of union dues through payroll deduction. A membership dues obligation can be for up to one year.

4. COSTS OF SERVICE TO NON-MEMBERS

A union that chooses to do so can charge a non-member for the reasonable costs of representation in a grievance or arbitration. The MTA is not choosing to exercise this right at this time.