

# YOUR EDUCATOR ASSOCIATION RIGHTS

- 1 Your employer **cannot discriminate against you** based on your union membership status.
- 2 The terms of the negotiated agreement apply to you **regardless of your union membership status.**
- 3 You have the **right to join** a union.
- 4 You **cannot be required to join** a union.
- 5 Non-members **cannot be required to pay union dues** or fees.
- 6 You have the **right to join a professional association.**
- 7 You have **employment rights** regardless of your union membership status.
- 8 You have the **right to a representative** at a disciplinary meeting.
- 9 The *Janus* ruling applies to **all public employees in unionized workplaces**, not just agency-fee payers.
- 10 The *Janus* ruling does not prohibit unions from offering **local-only or contract-only membership categories.**