

Know Your Rights

What is the Process for Unionization?

- When a union wants to represent a group of employees, it must first gather enough employee signatures. These signatures can be on paper petitions, “union authorization cards” or by electronic means, such as via electronic “click-through” websites or links.
- If ChiACTS/CTU gathers enough signatures (at least 30%), ChiACTS/CTU can file a “*petition for representation*” with the National Labor Relations Board.
- The NLRB may then order a secret ballot election. An election could take place within 20-30 days of such an order.
- This means that your signature has great value to ChiACTS/CTU.
- Some unions use high-pressure union sales tactics (*i.e.* promises of increased salaries/benefits, home visits, etc.) to try to get cards signed.
- Signing a union card is your right. It is a serious matter. Make sure you read and understand any printed or electronic document fully before signing anything.

What Are Your Rights?

- The law equally protects employees’ right not to support a union as well as the right to support a union.
- Under the law, educators have the right to discuss the topic of unionization during non-work time and in non-working areas.
- Within that restriction, you have the right to:
 - Talk to your co-workers and express your opinion.
 - Talk, or refuse to talk, to people who come to your home or call you at home.
 - Sign, or refuse to sign, a union authorization card or petition, either in hard copy or electronically.
 - Ask administrators, principals and ChiACTS for any information that you need to make an informed decision.