



IT'S YOUR RIGHT TO ORGANIZE!

Under State law in both Washington and Oregon, public employees have certain protections when they are forming their union.

RIGHT TO ORGANIZE WITHOUT INTERFERENCE

Under the law, no public employer can, directly or indirectly, interfere with, restrain, coerce, or discriminate against any public employee or group of public employees in the exercise of their right to organize a union. Employees may also designate representatives of their own choosing (union staff representatives) for the purpose of collective bargaining.

RIGHT TO FILE AN UNFAIR LABOR PRACTICE CHARGE

It is against the law for an employer to interfere with, restrain, or coerce public employees in the exercise of their right to form a union or to participate in union activity. When this occurs, the employee or their representative (union) can file an unfair labor practice (ULP) charge. It is also considered a ULP when employers discriminate against an employee who has filed an unfair labor practice charge, or when they refuse to engage in collective bargaining with union representatives.

RIGHT TO PARTICIPATE IN UNION ACTIVITY

Union activity is protected when it is taken on behalf of the union, and is considered 'reasonable'. Examples of protected activities include: wearing a union swag, distributing union materials, signing a petition, or attending a rally. By stating you are a PROTEC17 member, you strengthen the protections you have to engage in these activities as a union member. To be extra safe, try to use personal time (lunch breaks, before/after work) and personal equipment (personal email, home computer) as much as possible.

**If you think your rights have been violated, please
reach out to your Union Representative, found at:
protec17.org/members**