**NOTICE OF YOUR LEGAL RIGHTS**

At [AGENCY], we value and respect our employees’ legal rights, and we constantly strive to foster an open and transparent environment in which employees have the information they need to make informed decisions about their future.

As you may have heard, in 2018, the United States Supreme Court issued its decision in *Janus v. American Federation of State, County and Municipal Employees, Council 31*. This landmark decision clarified and articulated public employees’ constitutional rights to choose not to pay union dues and fees. To ensure you fully understand your rights under *Janus*, we have summarized those rights below.

**Your *Janus* Rights**

* You do **not** have to join the union as a condition of employment with [AGENCY].
* You have a right to know that you will not lose wage or benefits if you choose not to be a union member or not to pay union dues.
* You have a right to know that any union dues you pay do not go towards your benefits but, pay for the wages, benefits and political projects of the union bosses.
* If you are currently a member of the union, you have a right to resign your membership in the union at any time.
* If you are **not** a member of the union, including if you have recently resigned your union membership, you cannot be compelled to pay any money to the union unless you freely and affirmatively waive your constitutional First Amendment rights and consent to the deduction of union dues or fees from your paycheck.
* If you are **not** a member of the union, including if you have recently resigned your union membership, you have a right to immediately stop union fees or dues from being deducted from your paycheck upon notice to [DESIGNATED AGENCY CONTACT]
* If you choose to waive your First Amendment rights and consent to deductions of union dues or fees from your paycheck, the union may use the money to fund a broad range of politically significant speech and activities, including speech and activities that you may disagree with.

***If you have any questions about your rights, please contact:***

***[DESIGNATED AGENCY CONTACT]***