

Union Protections Toolkit

Following the *Janus* decision and years of political attacks against educators and our union, Education Minnesota has updated bargaining recommendations for local unions. This guidance will look familiar, but has several important changes. Our Union Protections Toolkit contains an updated bargaining alert and several additional resources that locals can use to protect union rights through internal local actions and collective bargaining.

1. [Updated bargaining alert](#) on post-*Janus* union protection provisions

Guidance on changes to local contracts recommended by Education Minnesota's legal and negotiations departments.

2. [Appendix A: Sample member access contract language](#)

Recommended contract language to allow access to members at work and protect union financial stability.

3. [Appendix B: Model maintenance of check-off language](#)

Recommended language for local Constitutions and Bylaws that allow existing membership arrangements to continue.

4. [Talking points on union protection language](#)

Suggestions for negotiators on supporting our recommended contract language.

5. [Collective bargaining considerations, post-*Janus*](#)

In 2018, the U.S. Supreme Court's *Janus* decision overturned significant precedent to eliminate a union's right to ask non-members to pay a fair share fee to cover the costs associated with representation, collective bargaining, and other advocacy. As a result, we advise locals to examine contracts and collective bargaining procedures to ensure members are engaged in the collective bargaining process and to offer potential members the opportunity to join their union and participate in the process as well.