

## KNOW OUR RIGHTS

# Protected Activities

Union represented workers have the right to talk to each other at work about...



### WORKING CONDITIONS

including wages, hours, benefits and safety concerns

### UNION ACTIVITIES

including union rights, contract negotiations and our contract

### SAFETY CONCERNS

including staffing ratios and unsafe buildings

And workers have the right to do this **on work time** so long as it doesn't:

- ✗ Interfere with assigned duties
- ✗ Disrupt operations
- ✗ Impact student supervision

Employees will not be disciplined, retaliated against, or treated negatively for participating in these lawful activities. Both the ESD and the Union value respectful dialogue and encourage employees to stay informed and engaged throughout the bargaining process.

