

## **Your Right to Take a Position on ChiACTS/CTU**

You asked us for information about what teachers and staff who have an opinion about unionization can do in response to union organizing.

As a Noble educator, you have a right to support or oppose this effort. Educators who are against ChiACTS/CTU have the same rights as those who support the union. As examples, here are things that you can do, so long as you are non-threatening and follow Noble policy:

- Share your personal opinion and tell your fellow educators how you feel about ChiACTS/CTU. As long as you follow Noble's policies (such as sharing your views only on non-work time), you have a right to tell your fellow educators that you are for/against the union and why.
- Form a group of educators/stakeholders who take a position on the union. Again, as long as you follow Noble's policies (such as meeting on non-work time), you have a right to have group meetings to express your views.
- Ignore, avoid or simply walk away from people who are pushing for the union, asking you to sign a card or petition—or tell them, “I am not interested, please leave me alone.”
- Create campaign materials stating your position on the ChiACTS/CTU effort. As long as they are created on non-work time and distributed to educators who are not working and in non-work areas, you have a right to respond to union campaign materials, including on social media, with your own information.

Whether you use or choose not to use any of this information is your choice and your choice alone. Whether you support or oppose ChiACTS/CTU will have no effect on your employment. It is your right to support union organizing activity or to oppose it.