

THE IMPACT OF DECERTIFYING UNIONS

What it Means and Why it Matters

De·cer·ti·fi·ca·tion [dee·sur·tuh·fi·kay·shun]

verb The process of stripping employees of labor representation when they seek fair wages, benefits and rights from employers. Once decertified, rights and benefits covered by contracts become null and void.



60%

On **May 9th, 2023**, Florida Governor Ron DeSantis signed a bill that would decertify unions that had less than **60% paying members** which would take effect on **July 1, 2023**.

MYTH:

I am not part of the union, so this doesn't affect me.

FACT: Whether you are a member or not, the union negotiates and maintains your contract. If there is no union, there is no contract.

Without a union contract, the school district can lay you off, cut your salary and benefits, increase your hours, remove supplements, revoke planning time, and reduce leave time to the minimum required by federal law – all in the name of cutting costs.



Not having a contract also means unlimited faculty meetings and open houses, no duty-free lunch, subjective evaluations.



Once a union is decertified, the process to obtain certification is very arduous and convoluted. At this point, all is lost. If there are future contracts, all members start from scratch. Literally **ZERO**.