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## How to de-authorize a union . . .

When employees wish to revoke the union security clause of the collective bargaining agreement, they may initiate the process by preparing a list of signatures of 30% of the employees in the bargaining unit, and with an accompanying (UD) petition to de-authorize, start the process. After the Board's investigation of the propriety of the petition, it will schedule a referendum with this question: "Do you wish to revoke the union security clause in the existing collective bargaining agreement?" The answers to that question on the secret ballot are "Yes" and "No". If a majority of the eligible members in the bargaining unit vote to de-authorize, the union security provision of the collective bargaining agreement is null and void. Employees are then also free to resign from membership in the union and to revoke any dues check-off provision that may exist, subject to some limited conditions on exactly when such a revocation will become effective.

*Source: A Manager's Guide To Labor Relations Terminology, 2<sup>nd</sup> Edition, William R. Adams*

If the union is de-authorized, employees may:

- Resign the union
- Revoke the dues check-off clause
- Stop paying dues

*The union must still represent the members even though they no longer pay dues.*

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