
How to decertify a union . . .

- ▶ The process of getting a union out is called **decertification**. Decertifying a union requires **30%** of the bargaining unit to indicate in some formalized manner that they no longer wish to be represented by the union.
- ▶ In some unions, such action is **cause for discipline** or possible expulsion from the union.

When a Decertification Petition Can Be Filed?

- ▶ Once a union has been certified as the employee's representative, a decertification petition cannot be filed for at least one year.
 - ▶ If a contract is negotiated, the contract bars a petition from being filed during the term of the agreement, **except during a 30-day window**, beginning 90 days from the expiration of the contract through 60 days from the expiration date. Contracts longer than three years will not bar a decertification petition during the period beyond the third year.
 - ▶ Once a contract has expired, a decertification petition can be filed anytime up to the day before a new contract is signed.
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