

# **SB228: Another attack on the freedoms of frontline and essential workers**

## **SENATE BILL 228**

- 1. Illegal government intrusion into the relationship between unions and their members**
- 2. Government overreach and an attempt to undermine a century of labor stability and peace in Montana**
- 3. An outrageous attack on essential workers' First Amendment rights of association and speech.**

## **THE FACTS**

- **No one is ever forced to join a union!** Union members *voluntarily* sign a contract for membership with our union. No employer can decide who is/is not a member of the union or how/when any member chooses to join. The relationship is between union members and their UNION!
- **SB 228 is government overreach into the relationship between employers and employees.** SB 228 illegally ties union membership to employment, removing non-members from their jobs altogether. In Montana, you have a choice to belong to a union and you can keep your job whether you are a union member or not!
- **SB 228 infringes on the First Amendment rights of Montana's essential workers like nurses, law enforcement, teachers, and firefighters.** SB 228 prevents non-members from voluntarily joining a union for an ENTIRE YEAR! Right now, you can join a union any time you want!
- **SB 228 is illegal!** SB 228 allows for an employer to deduct union dues or representation fees from NON-MEMBERS, a practice that is illegal under Janus and is not occurring anywhere in Montana. SB 228 would create liability for employers who illegally deduct dues or fees made illegal by the Janus decision.