

MICHIGAN FREEDOM TO WORK IN THE PRIVATE SECTOR

Effective March 28, 2013, pursuant to the Labor Relations and Mediation Act (LMA), Act No. 176 of 1939 (Act), as amended by Act No. 348 of 2012, and consistent with Section 14(b) of the National Labor Relations Act, employees, as that term is defined in Section 2(e) of the Act, shall have the right to do or not to do any of the following activities:

- Organize together or form, join, or assist in labor organization;
- Engage in lawful concerted activities for the purpose of collective negotiation or bargaining or other mutual aid and protection;
- Negotiate or bargain collectively with their employers through representatives of their own free choice.

The information contained herein applies to all employees as that term is defined by Section 2(e) of the Act.

PROHIBITED CONDUCT: Effective March 28, 2013, an individual shall not be required as a condition of obtaining or continuing employment to do any of the following:

- (1) Refrain or resign from membership in, voluntary affiliation with, or voluntary financial support of a labor organization.
- (2) Become or remain a member of a labor organization.
- (3) Pay any dues, fees, assessments, or other charges or expenses of any kind or amount or provide anything of value to a labor organization.
- (4) Pay to any charitable organization or third party an amount that is in lieu of, equivalent to, or any portion of dues, fees, assessments, or other charges or expenses required of members of or employees represented by a labor organization.

Any person, employer, or labor organization that violates this prohibition shall be liable for a civil fine of not more than \$500.00. Any person who suffers an injury as a result of a violation or threatened violation of this prohibition may bring a civil action for damages, injunctive relief, or both. In addition, a court shall award court costs and reasonable attorney fees to a plaintiff who prevails in such a civil action.

The above prohibited conduct shall only apply to an agreement, contract, understanding or practice that takes effect or is renewed or extended after March 28, 2013.

PROHIBITED CONDUCT: Effective March 28, 2013, an employee or any other person shall not by force, intimidation or unlawful threats compel or attempt to compel any person to do any of the following:

- (1) Become or remain a member of a labor organization or otherwise affiliate with or financially support a labor organization.
- (2) Refrain from engaging in employment or refrain from joining a labor organization or otherwise affiliating with or financially supporting a labor organization.
- (3) Pay to any charitable organization or third party an amount that is in lieu of, equivalent to, or any portion of dues, fees, assessments, or other charges or expenses required of members of or employees represented by a labor organization.

Any person who engages in this prohibited conduct shall be liable for a civil fine of not more than \$500.00.

Additional information is available on our website at www.michigan.gov/merc. Interested parties may also contact:

Department of Licensing and Regulatory Affairs
Bureau of Employment Relations
Cadillac Place
3026 W. Grand Boulevard, Suite 2-750
PO Box 02988
Detroit, MI 48202-2988
Tel: 313-456-3510
Fax: 313-456-3511
Email: ftwinfo@michigan.gov

National Labor Relations Board
Detroit Regional Office
477 Michigan Avenue, Room 300
Detroit, MI 48226-2569
Tel: 866-667-NLRB/313-226-3200
Fax: 313-226-2090
Web site: www.nlr.gov

National Labor Relations Board
Grand Rapids Regional Office
Gerald R. Ford Federal Building
110 Michigan St. NW Room 299
Grand Rapids, MI 49503-2363
Tel: 866-667-NLRB/616-456-2679
Fax: 616-456-2596
Web site: www.nlr.gov

MICHIGAN FREEDOM TO WORK IN THE PUBLIC SECTOR

Effective March 28, 2013, pursuant to the Public Employment Relations Act (PERA), Act No. 379 of 1965 (Act), as amended by Act No. 349 of 2012, a "public employee," as that term is defined by Section 1(e) of the Act shall have the right to do or not do any of the following activities:

- Organize together or form, join, or assist in labor organizations;
- Engage in lawful concerted activities for the purpose of collective negotiation or bargaining or other mutual aid and protection;
- Negotiate or bargain collectively with their public employers through representatives of their own free choice.

The information contained herein shall apply to any "public employee" as that term is defined in Section 1(e) of the Act to the maximum extent permitted under Section 4a of the Act.

PROHIBITED CONDUCT: Effective March 28, 2013, an individual shall not be required as a condition of obtaining or continuing public employment to do any of the following:

- (1) Refrain or resign from membership in, voluntary affiliation with, or voluntary financial support of a labor organization or bargaining representative.
- (2) Become or remain a member of a labor organization or bargaining representative.
- (3) Pay any dues, fees, assessments, or other charges or expenses of any kind or amount, or provide anything of value to a labor organization or bargaining representative.
- (4) Pay to any charitable organization or third party any amount that is in lieu of, equivalent to, or any portion of dues, fees, assessments, or other charges or expenses required of members of or public employees represented by a labor organization or bargaining representative.

Any person, public employer, or labor organization that violates this prohibition shall be liable for a civil fine of not more than \$500.00. Any person who suffers an injury as a result of a violation or threatened violation of this prohibition may bring a civil action for damages, injunctive relief, or both. In addition, a court shall award court costs and reasonable attorney fees to a plaintiff who prevails in such a civil action.

The above prohibited conduct shall only apply to an agreement, contract, understanding or practice that takes effect or is renewed or extended after March 28, 2013.

The above prohibited conduct does not apply to a public police or fire department employee or any person who seeks to become employed as a public police or fire department employee as that term is defined under Section 2 of Act 312 of 1969, or to a state police trooper or sergeant who is granted rights under Article XI, Section 5 of the Michigan Constitution of 1963, or any individual who seeks to become employed as a state police trooper or sergeant.

PROHIBITED CONDUCT: Effective March 28, 2013, no person shall by force, intimidation or unlawful threats compel or attempt to compel any public employee to do any of the following:

- (1) Become or remain a member of a labor organization or bargaining representative or otherwise affiliate with or financially support a labor organization or bargaining representative.
- (2) Refrain from engaging in employment or refrain from joining a labor organization or bargaining representative or otherwise affiliating with or financially supporting a labor organization or bargaining representative.
- (3) Pay to any charitable organization or third party an amount that is in lieu of, equivalent to, or any portion of dues, fees, assessments, or other charges or expenses required of members of or public employees represented by a labor organization or bargaining representative.

Any person who engages in this prohibited conduct shall be liable for a civil fine of not more than \$500.00.

Additional information is available on our website at www.michigan.gov/merc. Interested parties may also contact:

Department of Licensing and Regulatory Affairs
Bureau of Employment Relations
Cadillac Place
3026 W. Grand Boulevard, Suite 2-750
PO Box 02988
Detroit, MI 48202-2988

Tel: 313-456-3510 • Fax: 313-456-3511 • Email: ftwinfo@michigan.gov

**BUREAU OF
EMPLOYMENT RELATIONS**

LARA is an equal opportunity employer/program. Auxiliary aids, services and other reasonable accommodations are available upon request to individuals with disabilities. BER# 2013-02, 03-13

LARA
LICENSING AND REGULATORY AFFAIRS
CUSTOMER DRIVEN. BUSINESS MINDED.