

**NOTICE OF NON-DISCRIMINATION WITH RESPECT TO UNION  
MEMBERSHIP OR NON-MEMBERSHIP**

New York and federal law have long recognized the rights of public employees to join a union or to choose not to join a union. However, more recently, New York law required public employees who were not union members to pay “agency-shop fees” in an amount equivalent to union dues and to have such payments withheld from their pay if their job title was in a unit represented by a union. The U.S. Supreme Court found it is unconstitutional to compel non-members to pay “agency-shop fees.” In order for union dues to be deducted from your pay, you must affirmatively consent to the deductions.

**THIS NOTICE IS TO ADVISE YOU**

1. Union membership is not, and cannot, be required as a condition of your employment with a public employer.
2. While New York law requires that the public employer provide the union with the name and address of employees and requires that the public employer must provide the union the opportunity to meet with promoted, transferred or new employees, it is illegal for anyone to attempt to coerce you to join or not join a union.

It is illegal for anyone to discriminate against you because you choose to join or not to join a union.

For more information, contact:

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