

What Can Be Said in the Worksite

State employees have rights to freedom of speech and expression guaranteed to all citizens of the United States under the First Amendment of the U.S. Constitution. These rights include participation in political speech and activities, generally under the following guidelines.

You may:

- Choose to exercise freedom of speech on your own time on and/or off the worksite.
- Possess political material at any time and may display and distribute it on your own time.
- Engage in political fundraising activities on your own time.
- Participate in voter registration activities on your own time in non-work areas of your worksite.
- Display bumper stickers and license plate frames on your personal vehicle gearing a political message and park in state parking lots.
- Wear political buttons, stickers and T-shirts at work, providing your job has no direct contact with the public.

Your Union Contract Protections

Local 1000's contract contains a number of articles that govern your rights and activity in the workplace as a state employee. If you have questions about your contract or feel that your rights set down in the contract have been violated, contact your Local 1000 steward. Your steward will work with you, management and your contract to determine the best course of action, including whether or not to file a grievance. More information, including a copy of the contract, is available online at seiu1000.org.