

Union Resignation

Teachers Have a Right To Resign From The Union.

Under Indiana law, teachers have a right to join a labor union, but they also have the right to choose not to be a member. Regardless of whether a teacher is a voluntary member or was misled or coerced into joining the union, that teacher has a right to resign and sever his or her union membership. If a union official tells a teacher otherwise, it's not an accurate explanation.

Guidelines for Resigning From The Union.

- 1 Check your union's constitution and/or by-laws for any provisions that provide a specific period when a teacher can submit a membership resignation.
- 2 Observe, if possible, this resignation window of time and any other procedures as set forth in the local contract and/or the union's by-laws/constitution. The resignation window is often scheduled during the summer when school may not be in session, such as July 1st through July 15th.
- 3 Send a written resignation letter to the local union president (*or others who are specified by the union rules*) by certified mail, return receipt requested. There are no magic words that must be used in the resignation letter, but clearly state your decision to cancel your union membership immediately. Be sure to sign your resignation letter and date it. (*A copy of the letter and return receipt should be retained to prove delivery and timeliness.*)
- 4 Send a copy of your resignation letter to the superintendent or payroll department and ask that your payroll deductions for union dues be stopped! Send this letter by certified mail, too. If you don't ask, payroll deductions won't necessarily stop.

While a teacher can stop payroll deductions for union dues and fees at any time by written notification to the school's administrator and payroll department, that does not cancel union membership. Without actually resigning from the union directly, in writing, a teacher continues to be liable for dues collection by the union. **Keep copies of all correspondence and receipts for future reference.**

Teaching Contracts and Benefits After Union Resignation.

All current and future teacher contract provisions, including salary increases, seniority, insurance, grievance procedures, etc. continue to apply in the same manner to teachers *who are not members of the union* ("independent teachers"). Teachers are employees of the school corporation, not the union, and the district's teacher contract with the union covers all teachers.

What if the union refuses to accept or obstructs a member resignation?

If this happens, the union is violating your rights under the law. Contact the Indiana Professional Educators, Inc. at (317) 356-2878 or e-mail: ipeinc@sbcglobal.net for assistance from IPE officials and legal counsel, if necessary.

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