

# KNOW YOUR RIGHTS!

## *Union Solidarity With Families*

There's nothing more powerful than educators, families, and students fighting together toward a common goal! Here are some things to keep in mind when engaging your entire school community in union solidarity:



### CAUTION!

**Don't** use school communication systems or data (Powerschool, etc) to promote union actions.

**Don't** use **instructional time** for union work or **work areas** for union actions.

**Don't** initiate union conversations with families when you are supposed to be teaching their students.



### TIPS & IDEAS:

- Get families' consent & contact information to give them union updates.
- Share where families can find out more information. (Example: *We Can't Wait Community Hub*: [sdea.net/wcw-community](https://sdea.net/wcw-community))
- Plan flyering & actions before or after your **6 hour 35 minute** on-site day, or during lunch and/or prep. Members can participate as long as it is not interrupting instruction or other work duties.
- Give families flyers in **non-work areas** like on the sidewalk in front of school or in parking lots if they are not part of a gated campus.
- Answer family questions when they ask.
- Use visual conversation starters: Union shirts, buttons, flyers, etc.
- Chat with families at community events.
- Recruit supportive families to talk to other families.
- Talk about what your students need. Your working conditions are your students' learning conditions!

### RESOURCES:

- [Know Your Rights: Hours](#)
- [Know Your Rights: As a Union Rep](#)
- [ACLU: Free Speech Rights for Teachers](#)

# KNOW YOUR RIGHTS!

## *Union Solidarity With Students*



### CAUTION!

**Don't** use instructional time for union work.

**Don't** initiate conversations with students about union organizing.



### TIPS & IDEAS:

- Highlight labor history and organizing movements in your curriculum!
- Build democratic structures that empower students to solve problems collectively and advocate for themselves.

- Answer student questions when they ask.
- Show your union pride: Wear your union shirt, buttons, post flyers, etc.
- If students ask about union actions, direct them to where they can find more information. (Website, social media, etc.)

### INSPIRATION:

- EdWeek: [These shop teachers told their students to form a union](#)
- SDEA Advocate: [Students organized against layoffs in 1918 and more recently in 2024!](#)

### RESOURCES:

- [ACLU: Free Speech Rights of Public School Teachers](#)
- [ACLU: Students' Rights](#)