

# KNOW YOUR RIGHTS

## WHAT TO DO IF THE FREEDOM FOUNDATION CONTACTS YOU

### WHAT IS THE FREEDOM FOUNDATION?

The Freedom Foundation has spent tens of millions of dollars on a failed campaign to try to undermine unions in the Northwest over the past six years. Their president, Tom McCabe, has stated on the record that his goal is to “bankrupt unions” on behalf of right-wing candidates and funders.

### HOW CAN I PROTECT MYSELF IF THE FREEDOM FOUNDATION CONTACTS ME?

#### **You have the right to request the ID of the Freedom Foundation staff member.**

Anyone from OEA or your local union will always carry identification. The Freedom Foundation operatives have been known to lie about their identity. You have the right to write down their information and report it to your local union representative. This will help protect other OEA members from harassment.

#### **You are not required to sign anything provided to you by the Freedom Foundation.**

If you are approached and feel uncomfortable, you should ask that the Freedom Foundation staffer leave your property or your workplace and ask to be removed from their contact list.

#### **You have a right to be removed from the Freedom Foundation’s contact list.**

If you are contacted after requesting removal, you should contact your union/building representative and report the activity. The Freedom Foundation does not have the right to harass you.

#### **You have the right to take a picture or record a video of your conversation with the Freedom Foundation staffer.**

Politely tell them that you are recording the conversation for your protection. Capturing this information with your smartphone will help authorities identify the Freedom Foundation staffer if you experience harassment – and it will help other union members protect themselves.

**At any time, if you feel scared or intimidated, ask the Freedom Foundation representative to leave the premises and notify your building representative. If you feel threatened or your safety is at risk, call 9-1-1.**