

Facts About The *Janus* Case

How It Will Affect Our Rights, Our Pay, and Our Benefits

***Janus v. AFSCME* is a case before the U.S. Supreme Court. It will impact the power of public employees to keep their health insurance, pensions, and other rights and benefits. It will affect our ability to deal with workplace issues such as working conditions, staffing, and unfair discipline. It is being pushed by Illinois Governor Bruce Rauner and corporate executives who want to weaken unions formed by public employees.**



Here are some questions and answers to help guide our conversations about the case:

Q. How would the *Janus* case threaten our pay and benefits?

A. When the Supreme Court rules on the *Janus* case next spring, it is expected that they will say that public employees may no longer bargain for contracts that require all workers to pay their fair share of representation costs. Once the court has ruled, only union members will have to support the union financially, but the union will be required to provide representation to all employees whether they belong to the union or not.

Q. Isn't that unfair to union members?

A. We think so. But the fact is that by weakening unions, the ruling will hurt all workers, union-members and non-members alike. The Rauner-funded *Illinois Policy Institute* which is promoting the *Janus* case is on record saying that public employees are over-paid, and that public employees' health insurance and retirement benefits should be reduced. Corporations and the wealthy don't want to pay their fair share in taxes. So they want to cut public services and the wages and benefits of public workers. They want to break our union as the first step in cutting our pay and benefits.

Q. What should we expect when the Supreme Court rules on this case?

A. We should expect the majority of the Supreme Court to rule against workers on this as they have all made their position on this issue clear. They will rule sometime between March and June. The decision will be front page news.

Q. What will happen after the ruling is issued?

A. We should expect communications from employers as well as from the *Illinois Policy Institute* and others stressing the following points:

- All public sector workers will be able to drop out of the union and keep their job.
- Anyone who is a "fair share" payer will no longer be required to pay anything to the union.

Q. What will this mean for our union?

A. That depends on what we do now. If we do nothing, workers who don't understand what they will lose will drop out of the union. If that happens, all workers (members and non-members alike) will lose representation, benefits, and pay because their union will be much weaker or in some cases will go out of existence completely. If we take the following steps, our union will be even stronger because more members will understand their rights and take an active role in their union.

- 1) Make sure all our co-workers know that our power to win depends on sticking together.
- 2) Make sure all those who currently are "fair share" payers sign a card and join our union.
- 3) Every member needs to recommit to the union by signing a new card and committing to support the union no matter what the Supreme Court does.