

# NSO Contact

National Staff Organization

January 9, 2018

## ARE YOU SURE YOU'RE READY?

### #1: WHY JANUS AND OTHER ANTI-UNION CHALLENGES MATTER

Most everyone knows by now that the Supreme Court has agreed to hear *Janus v. AFSCME*, a case challenging the constitutionality of "fair share" or "agency fee". With the appointment of Neil Gorsuch, virtually all SCOTUS observers anticipate a ruling declaring these fees unconstitutional as violating the First Amendment rights of public sector employees. Observers **anticipate the adverse ruling coming between April 1 and June 28.**

Let's be honest & real for a moment. Even if we somehow got a favorable ruling in the *Janus* case, that will *not* end the challenge to agency fee/fair share, or the challenges facing our unions:

- Dozens of similar cases are winding their way through the courts.
- State legislatures are debating and enacting legislation designed to cripple public-sector unions. (e.g., Loss of payroll deduction & state-by-state adoption of "Right-to-Work" laws.)
- Trump Administration push to "aggressively investigate" so-called "union corruption."

NEA's affiliates all contribute to its strength and stability. Loss of agency fee in California and any/all of the other 22 remaining agency fee states will likely result in significant membership losses for NEA. This in turn will have a dramatic and devastating effect on the budgets of **all** NEA affiliates. You only need to look at the dramatic loss of membership in Wisconsin following its loss of collective bargaining to see a preview of the impact of *Janus* and other legislatively-driven attacks on NEA affiliates and staff. Here's the simple "math" of why this matters:

- Loss of members = Loss of NEA dues dollars
- Loss of NEA dues dollars = Loss/Reduction of NEA UniServ grants
- Loss of NEA UniServ grants = Loss of affiliate staff
- Loss of affiliate staff = Probable loss of more NEA members

**This issue matters to each and every one of us!**

STAY TUNED for the next issue of "Are You Ready?" in mid-January. We'll be sharing & reviewing recommended bargaining and organizing strategies from NSO to help our unions build a good offense and defense. Additionally, **more information will be discussed at WAR College in Sarasota! Because it is NOT too late to act!**