

# Frequently Asked Questions

## UTLA Membership Drive

### What is *Janus v. AFSCME*?

- *Janus vs. AFSCME* is a Supreme Court case that challenges the long-standing right of unions to collect “fair share” or “agency” fees from employees who do not want to be members of the union but still benefit from the pay, benefits and other improvements that the union negotiates in the contract and who the union still has to represent.
- It is the culmination of decades of attacks on unions and public employees by corporate CEO’s, the National Right to Work foundation and others who want to break unions, privatize public institutions and drive down pay and benefits to enhance their profits.
- To protect our union, our pay, our benefits and our contract we all have to re-commit to fund our organization.

### What will be different for me after *Janus* wins in the Supreme Court?

- As a union member you will continue to contribute dues to fund the organization just as you are now.
- You will probably receive communications from anti-union forces encouraging you to drop your membership in the union. You should remember that this is just an attempt to weaken our union, undermine your pay and benefits and take away the power we have collectively as educators.
- It is critically important to our futures as educators that we stay united.

### Why do we have to re-sign with the new membership application?

- Our attorneys and many state and national unions are recommending that we get new commitments from all members so that if there is a legal challenge we will have recent confirmation from everyone that they support contributing to the union.
- The new membership application has language that has been updated for the *Janus* case.
- It is critical that we take this first step to protect our union, our pay, benefits and contract from these attacks.

### What does filling out the membership card do?

1. You become a member of the union, with voting rights and full access to the union’s benefits like Group Legal Services.
2. You commit to continue to pay dues, through payroll deduction as you are doing now. You can cancel your commitment to pay dues during the 30 day window period each year.
3. You have an opportunity to contribute an additional amount to the union’s political action fund. This fund is absolutely critical to our ability to defend our profession, our pay, benefits and contract from even more attacks.

### Why is there a window period when I can cancel my dues?

It is important that we be able to develop budgets and programs based on relatively stable funding from members. Having a window period for an educator to cancel their dues allows our union leadership to make reasonable assumptions about the budget and plan appropriately.

### What happens if I do not sign up?

We are facing the most serious threats to public education and our profession that we have ever seen. Privatizers want to turn our schools into businesses and our jobs into temporary stops for people moving on to other careers. Our schools are funded at 46<sup>th</sup> in the nation. We all have a choice to be part of helping to fight back for ourselves and our students. Contributing to our union is one part of that fight. Not contributing undermines us all.