



Foundation Action

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Illinois Civil Servants Defend Governor's Challenge to Forced Union Dues

State employees contend compulsory union dues violate their First Amendment rights

CHICAGO, IL – Three Illinois state employees have moved to intervene in support of Governor Bruce Rauner's federal lawsuit challenging the constitutionality of union officials' power to force nonmember state employees to pay union fees as a condition of employment.

The three state employees, Mark Janus, Marie Quigley, and Brian Trygg, filed the motion to intervene in the lawsuit with legal assistance from staff attorneys with the National Right to Work Foundation and the Illinois Policy Institute's Liberty Justice Center. Governor Rauner has also moved to amend his lawsuit to add the employees to the case.

Civil servants oppose forced union dues

Janus, a Child Support Specialist with the Illinois' Department of Healthcare and Family Services since March 2008, must accept AFSCME Council 31 union officials' so-called "representation" even though he is not a union member and opposes the union hierarchy's public policy positions. Adding insult to injury, he has been forced to fork over an estimated \$4,228.36 to AFSCME union officials even though he believes they do not act in his, or Illinois taxpayers', best interests.

Quigley, who has worked for the Illinois Department of Public Health for



Photo courtesy of The Illinois Policy Institute

Illinois civil servant Mark Janus (pictured in front of the state capitol) and two of his coworkers are fighting for civil servants' First Amendment rights.

25 years, always refrained from union membership and tried to take jobs to avoid union interference. Unfortunately, every department she worked in was eventually unionized. In 2011, department management notified her that she must accept AFSCME Council 31 union officials' workplace bargaining. Since then, she estimates that she's paid \$1,661.44 to the AFSCME union hierarchy, even though she disagrees with the union's seniority system and believes that AFSCME union bosses have had a detrimental impact on the state's budget and economy.

Trygg, a 35 year veteran of the Illinois Department of Transportation whose position as a civil engineer was reclassified in 2009 as a unionized position under Teamsters Local 916 union boss

control, never consented to union dues or fees being taken from his paychecks. However, he has been forced to pay approximately \$7,143.23 in forced fees

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Illinois Civil Servants, Governor Challenge Public Sector Forced Dues

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despite never receiving any information from Teamster Local 916 union officials on how the money was being spent. Trygg disagrees with the Teamster union bosses' political agenda, citing his religious beliefs, and believes that the union does not act in his or Illinois citizens' best interests.

Citing Foundation cases, Governor halts forced dues

Governor Rauner sent shockwaves through the state in February when he issued an executive order that instructs all state agencies to put in escrow, pending the outcome of the federal lawsuit he filed the same day, all forced union fee deductions from nonmember state employees' wages required by Illinois' public-sector labor relations statute. That statute allows union bosses to charge nonmember public workers up to 97 percent of full union dues.

In 2012, the U.S. Supreme Court implied in the Foundation-won *Knox v. SEIU* ruling that it was ready to reassess whether union bosses' forced-dues pow-



Illinois Governor Bruce Rauner's executive order and accompanying lawsuit would ensure that all Illinois public employees get Right to Work protections.

ers violate civil servants' First Amendment rights. Last year, in the Foundation-won *Harris v. Quinn* case that originated in Illinois, the Court struck down compulsory union fees for homecare providers who receive state subsidies based on their clientele. In *Harris*, a majority of the Court charac-

terized public-sector union officials' forced-dues powers as "questionable on several grounds."

Governor Rauner's companion lawsuit seeks to apply the Court's reasoning in *Knox* and *Harris* to free all Illinois state employees from compulsory union fees. Rauner asked the court to declare unconstitutional the provisions of state collective bargaining agreements that require nonmember state employees to pay union dues, a judgment that would effectively grant those workers, including Janus, Quigley, and Trygg, Right to Work protections.

Motion improves chances of legal victory

Union lawyers and pro-forced unionism Democrat Attorney General Lisa Madigan swooped in and demanded that the court dismiss Rauner's lawsuit shortly after it was filed, arguing that Rauner lacks legal standing because he is personally not forced to pay union dues or fees.

Rauner's attempt to end forced unionism for Illinois civil servants was greatly bolstered by the motion to intervene filed for the three state employees by Foundation staff attorneys. These civil servants clearly have standing to defend Rauner's reforms because they've been forced to pay thousands of dollars to government union officials with whom they want nothing to do.

"We applaud these public servants for defending their First Amendment right to not subsidize union officials' political agenda," said Mark Mix, president of the National Right to Work Legal Defense Foundation. "Governor Rauner's actions may finally give Illinois civil servants the Right to Work protections they deserve, which is why Foundation attorneys are supporting his efforts." 

Foundation Action

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Foundation Offers Free Legal Aid to Enforce Wisconsin Right to Work Law

Right to Work task force prepares to defend Badger State reforms in court

WASHINGTON, DC – Hours after Wisconsin became the 25th Right to Work state, the National Right to Work Foundation announced an offer of free legal aid to any Wisconsin workers seeking to assert their rights under the state's new law. The Foundation has also assembled a task force of experienced staff attorneys to defend the Right to Work law from any union challenges in state and federal court.

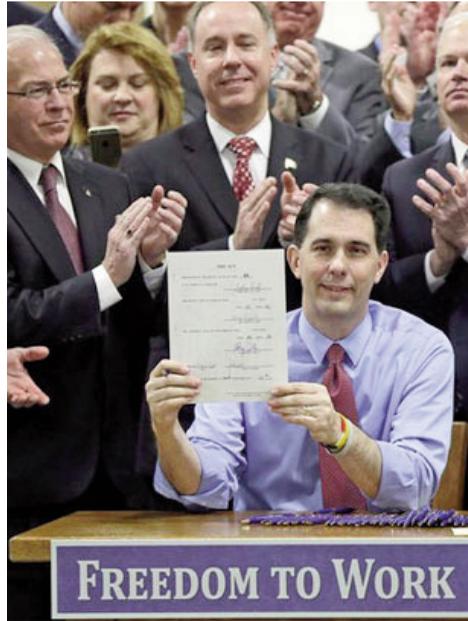
“Although the constitutionality of state Right to Work laws has long been upheld, Big Labor is undoubtedly planning a desperate rearguard action in the courts to hamstring implementation or even overturn the law,” said Patrick Semmens, vice president of the National Right to Work Foundation. “In fact, it took only a day for union lawyers to file the first anti-Right to Work lawsuit in state court.”

Right to Work attorneys prepare to defend reforms

Foundation staff attorneys plan to respond to that lawsuit by filing an *amicus curiae* (‘friend of the court’) brief on behalf of several Wisconsin employees who wish to defend their newly-enshrined Right to Work. The anti-Right to Work lawsuit was filed in Dane County Circuit Court by lawyers from several Wisconsin unions, including a United Steel Workers local and the Wisconsin branch of the AFL-CIO.

In that suit, union lawyers are making the same arguments that were rejected by Indiana courts, claiming that because the Right to Work law allows workers to opt out of financially supporting a union, the law compels unions to represent nonunion workers without “just compensation” - i.e. compulsory dues.

“This spurious lawsuit ignores the fact that union officials have always had



Governor Scott Walker's Right to Work reforms must be vigorously defended in court if Wisconsin employees are to benefit from the new laws.

the option to only bargain for dues-paying union members, even though they prefer to require all workers to accept their monopoly bargaining,” said Semmens. “The Indiana Supreme Court rejected similar arguments made by union lawyers last year, and we’re confident that this legal challenge won’t fare any better.”

Meanwhile, dozens of Wisconsin employees have already responded to the Foundation’s offer of free legal assistance to assert their Right to Work. Foundation attorneys are in the process of evaluating each request to determine how best to enforce employee rights in the Badger State.

Foundation has a perfect legal track record

Fortunately for Wisconsin employees, Foundation staff attorneys have plenty of experience defending state

Right to Work laws in the legal arena. The National Right to Work Foundation has been at the forefront of efforts to preserve Indiana’s and Michigan’s recently-enacted Right to Work laws from Big Labor counter-attacks in state and federal court.

In Michigan, Foundation staff attorneys are currently helping more than 30 employees defend or enforce their state’s new Right to Work laws in cases before the Michigan Employee Relations Commission and federal court.

In Indiana, Foundation litigators stepped forward to help Hoosier workers defend their Right to Work from a lawsuit filed in state court by International Union of Operating Engineers lawyers. Foundation attorneys have also helped several Indiana employees assert their rights and enforce the law at the state level.

Foundation attorneys are no strangers to Wisconsin, either. Governor Scott Walker’s public-sector union reforms, commonly referred to as “Act 10,” were important precursors to Wisconsin’s full Right to Work law and prompted several union legal counter-attacks. Once again, Foundation staff attorneys were there in state and federal court to defend the law from Big Labor.

“We’ve had plenty of practice defending state Right to Work laws in court,” said Semmens. “But that’s a good thing, because it means that more state Right to Work laws are getting passed, and fewer workers are being forced to pay union dues just to get or keep a job.”

For breaking news and other Right to Work updates, visit www.nrtw.org

Foundation Assists Union-Abused Workers During Oil Refinery Strike

Union officials threatened workers who refused to abandon their jobs

HOUSTON, TX – Shell oil refinery worker Joseph Smith's father was a union man. In fact, his father, a Korean War veteran who later became a General Motors parts department worker in Pennsylvania, was a United Auto Workers union member for 41 years, including 21 as a union official.

"There were three strikes when I was a kid," remembers Smith, who now lives in Friendswood, Texas.

That's why he wanted to change his local United Steelworker (USW) union for the better.

"I was a union official here for six years," Smith said. "However, there was a lack of representation across the board. I saw corruption. They would act like a street gang. They would create imaginary fights to make it look like they were doing something.

"They attacked people's character to keep their elite status," he added. "They never did anything to relinquish their power over the people."

"That's all they do, they bully people. If you are such a great organization, why do you gotta force people to pay ya? I tried to change the mentality."

Despite his best efforts, the union was beyond repair. And after enduring harassment in the workplace, including 22 trips to Human Resources to address false allegations, an exasperated Smith resigned his union membership.

Foundation offers legal aid

Then early this year, USW union bosses instigated a highly-publicized, months-long strike against oil refineries across America. The National Right to Work Foundation responded by issuing a special legal notice to affected workers which laid out their rights under federal labor law and gave them a place to turn for advice or legal assistance.



Photo courtesy of The Houston Chronicle

Joe Smith (left) and two of his coworkers publicly shared their stories of union intimidation during a USW strike, prompting a wave of workers to exercise their rights to leave the union.

At Smith's plant in Deer Park, roughly 150 of the approximately 800-large workforce continued to work during the strike, with many resigning their membership in the USW Local 13-1 union, as is their right under federal labor law and Texas' popular Right to Work law.

"Shell Company is an awesome company to work for," Smith said. "There are lots of training on safety. A group of us agreed to work during strike. We wanted to provide for our families."

As the stream of workers resigning union membership and returning to work grew every day, it was reported that USW Local 13-1 union officials turned off their fax machine in an attempt to stop workers from exercising their right to resign and return to work.

Workers file charges against union retaliation

In response to the mass exodus of members, USW Local 13-1 union officials resorted to harassing, coercing, and threatening workers for refusing to

abandon their jobs. Further, union officials allowed the union's website and Facebook page to be used to communicate threats against workers who continued to work during the strike.

Smith, who originally found the Foundation through the Internet, called Right to Work staff attorneys for assistance.

With free legal assistance from Foundation staff attorneys, Smith filed an unfair labor practice charge against the UAW Local 13-1 union with the National Labor Relations Board (NLRB). Meanwhile, the Foundation's Legal Information Department arranged for Smith to meet with a reporter with *The Houston Chronicle* for a story on his case.

Within days after the article was published, three employees at the nearby LyondellBasell Industries oil refinery filed similar charges against USW Local 13-227 union officials. Those charges allege that union bosses there also resorted to harassing, coercing, and threatening workers for refusing to abandon their jobs.

The workers alleged that over the course of several meetings, USW Local 13-227 union officials threatened workers who continued to work during the strike with job termination and other retaliation. Further, Local 13-227 union officials and others with access to the union's Facebook pages used the pages to threaten workers who continued to work during the strike, and employees who contemplated returning to work.

Then a week later, three more LyondellBasell employees came forward and filed similar charges.

"USW union bosses tried to punish workers who stayed on the job to provide for their families," said Mark Mix, president of National Right to Work. "It is indefensible that workers who resigned their union membership and continued to work to support their families in defiance of the USW boss-ordered strike were harassed and threatened for exercising their rights."

Workplace freedom empowers employees

"The newspaper article helped get the word out," said Smith. "I'm a veteran, I fought for our rights. While it started [at the Deer Park refinery], the Right to Work [message] spread to other oil refinery sites like wildfire."

"More people are professing Right to Work than I have ever seen. All it took was the simple step of getting people to understand they have a right to choose."

By the end of the strike, almost 200 people returned to work. And as workers now return to work at the Deer Park facility, they are finding a new workplace culture.

"Shell is now no longer allowing the union to bully people," Smith reports. "We are such a large group, they can't discriminate against us. We no longer feel that we're alone. We're not going to take any abuse, not going to let them bully us anymore. This is our house. We feel like we belong here." 

Foundation Files Brief in Landmark Supreme Court Case

New case could end all forced dues for government employees

WASHINGTON, DC – This March, National Right to Work Foundation staff attorneys filed a brief with the U.S. Supreme Court urging the nine justices to hear a challenge to public-sector union officials' power to force civil servants to pay union dues as a condition of employment. Foundation attorneys filed the *amicus curiae* ('friend of the court') brief in *Friedrichs v. California Teachers Association*, a lawsuit brought by ten California public school teachers supported by the Center for Individual Rights.

Nearly 40 years ago, the Court ruled in the Foundation-won *Abood v. Detroit Board of Education* that public-sector workers can be compelled to pay union dues as a condition of employment, but have a constitutional right to opt out of dues for politics or any other activities unrelated to workplace bargaining. Since then, National Right to Work Foundation-assisted workers have repeatedly asked the courts to end government union officials' power to force public employees to pay any union dues at all.

"For decades, Foundation litigators have challenged the legitimacy of forcing nonunion civil servants to pay union dues," said Ray LaJeunesse, vice president and legal director of the National Right to Work Foundation. "It's been a long fight, but the Supreme Court has suggested that it's finally ready to end forced unionism in the public sector."

Foundation wins laid legal groundwork

In *Knox v. SEIU*, a 2012 ruling won by Foundation staff attorneys, the Supreme Court hinted that it was ready to reassess whether union officials' forced-dues powers, which Justice Alito labeled "something of an anomaly" in his



Foundation attorneys recently filed a brief in a new Supreme Court case that could permanently end public sector forced unionism.

majority opinion, violate workers' First Amendment rights. Responding to that line of reasoning, Foundation litigators have helped several workers file cases that challenge the legal legitimacy of public-sector union officials' forced-dues powers.

In *Harris v. Quinn*, another Foundation Supreme Court victory from last year, the Court ruled that individuals who receive state subsidies based on their clientele cannot be forced to pay union dues. *Harris*, a class-action lawsuit filed by several Foundation-assisted Illinois homecare providers, renders unconstitutional similar homecare unionization schemes in at least 13 other states, freeing roughly 500,000 providers from forced union dues nationwide. Moreover, the Court's *Harris* decision criticized *Abood's* allowance of any forced fees for public employees as "questionable on several grounds."

"The National Right to Work Foundation's strategic litigation pro-

State Troopers File Lawsuit to Force Union Officials to Follow the Law

Union bosses refuse to comply with Foundation-won protections for workers

HARTFORD, CT – With free legal assistance from the National Right to Work Foundation, four Connecticut state troopers filed a federal lawsuit against the Connecticut State Police Union (CSPU) and certain state officials for violating their rights and refusing to follow federal disclosure requirements.

Connecticut state trooper Marc Lamberty of Hartford County is a 20-year veteran and a union member for over 16 of those years. He resigned from formal union membership in CSPU in June 2011 and invoked his right to refrain from paying full union dues soon thereafter.

“I didn’t agree with the rhetoric coming from union leadership at the time,” said Lamberty, who was a union steward twice and a district representative once. “It was a decision that was a long time coming and based on observations of how the union handled itself.”

The U.S. Supreme Court has long held that civil servants have the unconditional right to refrain from union membership at any time. However, because Connecticut does not have a Right to Work law, union officials can compel nonmember state troopers to accept union officials’ monopoly bargaining “representation,” and to pay union fees for that so-called representation, as a condition of employment.

Troopers challenge union bosses’ scofflaw tactics

The Supreme Court ruled in the Foundation’s *Chicago Teachers Union v. Hudson* victory that union officials must provide nonmember public employees with an independently-audited breakdown of all forced-dues expenditures, as well as the opportunity to object and challenge the amount of forced union fees they have to contribute before an



Union bosses illegally confiscated dues from several Connecticut state troopers and failed to follow federal disclosure requirements.

impartial decision-maker. These minimal safeguards are supposed to ensure that workers have an opportunity to refrain from paying for union political activities and member-only events, but union officials often ignore or skimp on these requirements.

Even though CSPU union officials failed to provide adequate disclosure to Lamberty, state officials continued to deduct - and union officials continued to receive - full union dues from his paychecks, a figure totalling just over \$700 annually, the same amount paid by full union members.

Moreover, union officials never actually provided Lamberty with adequate disclosure about their expenditures. He did receive grief from at least one union militant, however.

“I don’t have any personal issues with the union,” he noted to *The Daily Caller*. “I have been harassed by one particular officer.”

“There’s a coward trooper who littered 1/4 mile of my road with a printed smear campaign against me,” he told

Foundation Action. “Several of my neighbors read it before I could clean the mess.”

Troopers’ lawsuit seeks to reclaim forced dues

In November 2014, Connecticut state troopers Joseph Mercer, Carson Konow, and Collin Konow also resigned their CSPU memberships. Despite these officers’ requests that union officials acknowledge their rights and provide them with the requisite financial breakdown of union expenditures, union officials refused to comply with the *Hudson* disclosure rules and continued to seize full union dues from all three troopers’ paychecks.

With their lawsuit, the four troopers seek refunds for all illegally-seized forced dues taken from their paychecks and an injunction against future collection of any dues or fees until union officials fulfill their disclosure requirements.

“We’re trying to get the union to obey the law,” Lamberty told *The Daily Caller*.

“We stepped in to help Mr. Lamberty and his fellow officers reclaim at least some of their hard-earned money,” said Patrick Semmens, vice president of the National Right to Work Foundation.

“National Right to Work has been great to work with. I know my case is in good hands,” Lamberty later told **Foundation Action.**

“CSPU officials are violating the rights of rank-and-file state troopers, who protect Connecticut citizens on a daily basis, to keep their forced-dues gravy train going,” continued Semmens. “We applaud these troopers for standing up for their rights, but this type of abuse will continue until Connecticut passes a Right to Work law, making union dues and membership voluntary.” 

NATIONAL REVIEW

NATIONAL RIGHT TO WORK FEATURED COMMENTARY

The Union That Won't Take No for an Answer

By Mark Mix, president of the National Right to Work Legal Defense Foundation

In 1908, following his third unsuccessful bid for the presidency, William Jennings Bryan told the story of a Texas drunk who tries to get into a bar. The first time the drunk comes through the door, he is quickly escorted out. The second time, he's roughly hustled away. The third time, he's tossed out onto the street. Before he finally goes on his way, he remarks, "I guess they don't want me in there."

The old drunk evidently had better social graces than United Autoworkers (UAW) union officials, who are fighting tooth and nail to hold onto their monopoly bargaining privileges at an NTN-Bower plant in Hamilton, Ala. The UAW bosses are simply refusing to relinquish power, despite losing three of the past four decertification elections, including the most recent one.

The third election, which the union nominally won, was so clearly tainted by ballot stuffing that the National Labor Relations Board (NLRB) had no choice but to hold another vote. The NLRB counted 148 ballots after that third election. The problem? There were only 140 eligible employees.

Yet NTN-Bower employees are still stuck with the UAW because union lawyers convinced the NLRB to invalidate the first two elections. Following its latest defeat — by the largest margin of the four — the UAW is again asking the board to throw out the results.

Why are the workers so keen to get rid of the union? According to NTN-Bower employee Ginger Estes, UAW operatives targeted workers who stayed on the job during a union-instigated strike in 2007. Estes says that union goons yelled racial slurs, threats, and insults at employees who continued working and vandalized their cars. She also believes that UAW supporters poisoned two of her dogs.

The UAW has been the exclusive bargaining agent for NTN-Bower employees since 1976. This means that union officials are empowered to negotiate wages and working conditions for all workers at the plant, even those who are not members of the union. Under federal labor law, the UAW retains these privileges in perpetuity, even if none of the plant's current employees are part of the group that decided to bring in the UAW four decades ago.

If Alabama did not have a right-to-work law, the situation would be even worse. Union officials in non-right-to-work states are legally entitled to collect dues or fees from every

employee in a bargaining unit, including those who oppose the union's presence.

Estes and her co-workers are now receiving free legal assistance from National Right to Work staff attorneys, who intervened to help them defend their decision to oust the UAW. While you might think that this is an extraordinary case, in fact it is part of a broader problem.

Once a union is established in a workplace, it is almost impossible to dislodge. The reverse, however, is not true. President Obama's NLRB is doing everything it can to make it easier for union officials to organize workplaces. Meanwhile, union lawyers are able to take advantage of the board's one-sided policies to obstruct, delay, and even nullify decertification elections.

Under a bevy of recently enacted rules, Obama's NLRB has implemented so-called "ambush elections," which dramatically shorten the amount of time workers have to consider the pros and cons of unionization. Furthermore, under the new procedures, employers are required to hand over workers' personal contact information — including cell-phone numbers, e-mails, and home addresses — to union operatives. These new rules are an open invitation for aggressive organizers to harass, intimidate, and coerce employees until they agree to support unionization.

Employees with misgivings about a unionization drive can't postpone or block the process. But union lawyers have become very adept at using the NLRB's legal toolkit to stymie or indefinitely delay workers' attempts to eject an unwanted union.

In his recent congressional testimony, veteran Right to Work attorney Glenn Taubman noted that many unions have resorted to blocking charges — that is, federal charges filed with the NLRB to delay or block elections — in order to "game the system and delay decertification elections for years." When the elections are finally held, however, "the unions lost overwhelmingly."

The facts are clear: In both certification and decertification elections, the board has dramatically tilted the playing field toward union operatives, at the expense of workers' rights. The NLRB would do well to remember that its job is to serve as neutral arbiter of American labor law, not a cheerleader for Big Labor's organizing campaigns.

This piece originally appeared in National Review Online on April 11, 2015.

High Court Showdown

continued from page 5

gram built the legal basis for this new challenge to government-imposed forced dues for public employees," continued LaJeunesse. "The brief we filed urging the Supreme Court to take the case brings our unique experience to bear on this critical issue and shows how the current system of forced fees for supposedly non-political union expenditures can never adequately protect civil servants' First Amendment rights."

Fight against forced dues advances on other fronts

Foundation staff attorneys are also helping nine airline employees sue the Transport Workers Union of America to establish railroad and airway workers' right to refrain from paying any union dues or fees. In December 2014, a federal district court judge granted the case class-action status. Underscoring the case's significance, the Department of Justice then intervened to defend the constitutionality of forced union fees.

In their *Friedrichs* brief, Foundation attorneys explain why the Court should take the case and strike down union officials' forced-dues powers. The brief notes that bargaining over wages and working conditions in the public sector is an inherently political activity, touching on a variety of ideological issues related to the size and scope of government. Consequently, forcing nonunion employees to pay union dues violates their First Amendment rights to free expression.

"Union bosses have abused their power to compel workers to pay union dues for far too long," said LaJeunesse. "The First Amendment right of workers who refrain from union membership to also refrain from paying any union dues at all, especially for politics, is long overdue." 



Message from Mark Mix

President
National Right to Work
Legal Defense Foundation

Dear Foundation Supporter:

The past few years have been an exciting time for supporters of worker freedom.

When Indiana passed the country's 23rd Right to Work law in 2012, it had been over a decade since Oklahoma became the 22nd state to reject forced dues and protect individual worker choice.

Following Indiana's lead, Michigan also passed Right to Work protections for its citizens in 2012. And now Wisconsin has joined their ranks this year by becoming the 25th Right to Work state.

This has the Big Labor bosses raving mad. The response has been entirely predictable.

Any time a state ends union bosses' forced dues powers, the first thing union lawyers do is run to the courts and attempt to overturn, or at least delay enforcement of, the Right to Work law.

Union officials' second ploy is to use their monopoly bargaining power to extend forced dues contracts as long as possible or set up bureaucratic rules to make it difficult for workers to exercise their rights under the new Right to Work law.

Fortunately, your Foundation is always ready to defend Right to Work laws against baseless union legal challenges, and to help workers exercise their right to end all financial support for an unwanted union using their new legal protections.

In Indiana and Michigan we have already done both, with great success. Now Foundation staff attorneys are doing the same for Wisconsin employees.

As the only nationwide legal organization dedicated to combatting compulsory unionism in the courts, defending and enforcing state Right to Work laws is one of the most critical missions the National Right to Work Foundation undertakes.

Thanks to your continued support, we are able to do this vital work as workplace freedom continues to spread.

Sincerely,

Mark Mix