



Foundation Action

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Foundation Fights For Starbucks Workers Seeking to Oust Union

Majority of workers at flagship NYC Starbucks Roastery want decertification vote

NEW YORK, NY – Union bosses and their bought-and-paid-for political allies have been touting Starbucks as the latest and greatest frontier in union organizing. But, as soon as legally permitted after several high-profile Starbucks unionization efforts, workers are already seeking to vote out union officials.

Kevin Caesar, an employee of the high-end Starbucks Reserve Roastery location in Manhattan, sought out Foundation legal aid this May. He sought assistance in submitting a petition backed by a majority of his colleagues to the National Labor Relations Board (NLRB) for a vote to remove, or “decertify,” Starbucks Workers United (SBWU), and their puppet-masters at the Service Employees International Union (SEIU), from the Roastery. Under the National Labor Relations Act (NLRA), workers must wait one year after a union is installed before seeking to remove it, meaning Caesar and his colleagues essentially filed their decertification petition as soon as allowed by the law.

“We have seen our workplace both with and without the union. We believe that the union is looking out for itself more than it is looking out for Starbucks partners, who do not want forced dues and who can advocate for ourselves,” stated Caesar about why he wants to be free of the union.

“That is why a majority of us have decided we would be better off without the union. The fact that the union officials have forced us to go through this decertification process despite the majority of



Despite all the hype Big Labor's pet politicians have created around Starbucks, Kevin Caesar and a majority of his coworkers are ready to vote the SBWU union out of NYC's flagship Starbucks Roastery location, with free Foundation legal help.

workers stating they do not want to be represented by this union shows how little regard the union has for the will of the workers,” he added. “We call on union officials to respect our rights and not attempt to fight this vote.”

With the petition filed, the NLRB should now promptly schedule a secret ballot election to determine whether a majority of workers want to end union officials’ power to impose a contract, including forced dues, on the workers. However, SBWU officials have already announced they will seek to block the vote, a matter Foundation attorneys quickly opposed in a brief to the NLRB.

Worker Dissatisfaction with Unions Growing Nationwide

The Starbucks workers are just the latest example of growing dissatisfaction with union officials’ so-called “representation.” Currently, worker requests for Foundation

aid in decertifying an unwanted union are at an all-time high. NLRB statistics similarly show a 20% increase in decertification petitions last year versus 2021.

Unfortunately, the NLRB’s union decertification process is prone to union boss-created roadblocks,

See ‘Union Decerts Brewing’ page 7

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Credit: WNBC 4

Foundation Slams NLRB, ILA Union Officials in Brief to Fourth Circuit Court

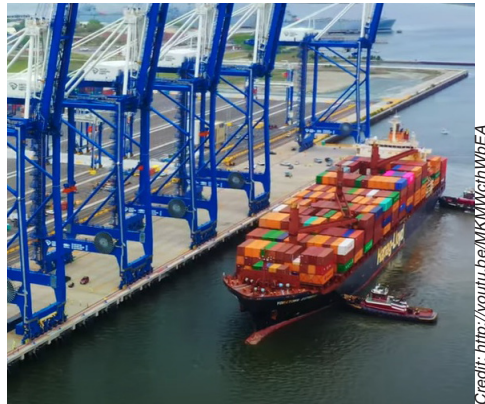
Foundation defends union-free SC port workers who would lose their jobs under NLRB ruling

CHARLESTON, SC – National Right to Work Foundation staff attorneys have joined the fight against the International Longshoremen's Association (ILA) union's ongoing gambit to idle Charleston's state-of-the-art Hugh K. Leatherman Terminal if the union can't get control of all jobs at the facility.

Hostile Union Power Play Seeks to Put Non-Union Workers Out of Job

The Foundation recently filed a legal brief with the Fourth Circuit Court of Appeals in the case *South Carolina Ports Authority (SCPA) v. National Labor Relations Board (NLRB)*. In the case, the SCPA is challenging the Biden NLRB's ruling permitting ILA union bosses to file multi-million-dollar lawsuits against any cargo carrier that docks at Leatherman until the union gains control of all crane lift equipment jobs at the facility.

Since its opening in March 2021, some of the work at Leatherman Terminal has been performed by



Foundation staff attorneys are fighting to ensure that Charleston's state-of-the-art Hugh K. Leatherman terminal doesn't become a safe harbor for ILA union bosses' anti-worker schemes.

non-union state employees, some of whom have worked for the SCPA for years. The brief argues that if ILA union bosses' power grab succeeds, it will "cause grievous harm to 270 State port workers and their families."

The Foundation "submits this brief to provide a voice for the otherwise voiceless non-union State employees, and to give the Court a unique perspective on the stakes involved for those workers and their families," the brief states.

The brief highlights the dire

consequences of the ILA maneuver for control of Leatherman's 270 employees, who are otherwise protected by state law from monopoly union control.

According to the brief, South Carolina spent over \$1 billion to develop the terminal, but due to the ILA's power grab "the only way for South Carolina's \$1 billion Leatherman Terminal to be usable would be for the State to turn the facility over to a private employer with an ILA contract and discharge the 270 State employees."

The devastating effects for current employees and their families wouldn't stop there if the ILA is victorious in the case. Even if the fired state workers were to seek new employment at Leatherman with a private contractor under the union's control, the ILA union's seniority provisions and hiring rules would likely bar them from being rehired.

ILA Union Officials Have History of Corruption

The attempt by ILA union officials to seek total control over workers at the Leatherman terminal is hardly the only underhanded tactic the ILA has been linked to. In 2022, the *New York Daily News* reported ILA chiefs negotiated "deals" where mob-linked longshoremen in New York and New Jersey could get paid for 27 hours of "work" per day.

"ILA union officials, with assistance from the NLRB, are directly working to destroy the livelihoods of these 270 South Carolinians," commented National Right to Work Foundation Vice President Patrick Semmens. "The NLRB's blatant disregard of the rights and wellbeing of workers and siding with union tyrants is outrageous."

"The non-union port workers who have called Leatherman their workplace for over a decade must be protected," added Semmens. ☞

Foundation Action

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The Foundation is a nonprofit, charitable organization providing free legal aid to employees whose human or civil rights have been violated by abuses of compulsory unionism. All contributions to the Foundation are tax deductible under Section 501(c)(3) of the Internal Revenue Code.

Former CT State Trooper Wins Over \$250,000 in Political Discrimination Suit

CSPU union upended trooper's career after he refused to fund union politics

HARTFORD, CT – In 2015, then-Connecticut State Trooper Joseph Mercer received a promotion to Operations Sergeant of the Emergency Services Unit, a position that gave him significant responsibility over emergency services training and field operations. Mercer gained this prestigious position through his seventeen years of experience as a trooper, which included a tense situation with an armed suspect barricaded in a hotel.

But behind the scenes, Mercer was a target of Connecticut State Police Union (CSPU) officials, who resented Mercer because of his resistance to funding union politics with his own money. After CSPU President Andrew Matthews filed two baseless grievances against Mercer, the Department of Emergency Services and Public Protection (DESPP) demoted him to a position that offered fewer overtime opportunities and involved less time in the field.

Mercer slammed CSPU and DESPP officials with a federal lawsuit in 2016 with free legal aid from the National Right to Work Foundation, accusing police union officials of retaliating against him for exercising his right to stop funding union politics.

This April, Foundation attorneys forced CSPU and DESPP to back down and settle the case. Both parties must now pay \$260,500 as a condition of ending the suit.

CSPU Union President Targeted Dissident Trooper Immediately After Promotion

Just a month after Mercer received his promotion, CSPU President Matthews filed a grievance over Sergeant Mercer's appointment. Matthews' grievance claimed that there had been no "selection process" to fill the position, despite the fact that none of Sergeant Mercer's union-member predecessors had



Joseph Mercer fought back with free Foundation legal aid when the CSPU union blocked his promotion because he challenged union political activities and told others about their rights.

undergone any particular kind of selection process before they got the job.

Matthews also filed a second baseless grievance, alleging Mercer had mismanaged the incident involving the armed suspect barricaded in a hotel. State police officials had never expressed dissatisfaction with how Mercer handled the situation.

In October 2015, after meeting in private with the union president, then-DESPP Commissioner Dora Schriro transferred Mercer out of his Operations Sergeant position to an administrative post. Prior to this demotion, Mercer had received no warnings, reprimands, or other disciplinary actions regarding the incident referenced in Matthews' grievance. Mercer filed his lawsuit with Foundation aid in February 2016.

Mercer's Foundation attorneys cranked up the heat on both the union and DESPP officials in May 2022, when a District Court judge ordered DESPP Commissioner James Rovella, who had replaced Schriro, to turn over additional documents that might provide insight into the circumstances surrounding Mercer's firing.

Rather than follow through with the judge's discovery order and

continue the fight against Mercer, CSPU and DESPP reversed course and settled the case in April 2023. The settlement categorizes the vast majority of the \$260,500 payout as "compensatory damages" due directly to Mercer.

Settlement Underscores Importance of Public Servants' Janus Rights

"We are proud to have defended Sergeant Mercer's rights and secured him a settlement that vindicates his free association," commented National Right to Work Foundation Vice President and Legal Director William Messenger. "However, it's disgraceful that CSPU union officials targeted Mercer, a dedicated public safety officer, with such a retribution scheme in the first place. Public servants should not have to endure multi-year lawsuits just so they can refrain from supporting union politics they oppose."

"Situations like these demonstrate why the Foundation-won *Janus v. AFSCME* decision, which the U.S. Supreme Court decided while Mercer's case was ongoing, is so important," Messenger added. "As demonstrated in Mercer's case, unelected union officials often wield their enormous clout over government to serve the union's self interests over the public interest and employee interests. That's why it's vital that public employees can exercise their First Amendment *Janus* right to cut off all financial support for union officials this way." ✚



NEW YORK POST

Don't believe the 'union boom' hype: Workers want out as Biden seeks to keep them in

June 7, 2023 | Mark Mix, president of the National Right to Work Foundation

Big Labor apologists have been touting a so-called “union boom,” but the numbers show the inverse is true — workers overwhelmingly don't want unions in their workplace.

Union partisans, including Bernie Sanders at a recent Senate Labor Committee hearing, frequently cite a Gallup poll from last summer regarding “union approval” rates.

Yet they fail to mention the same poll asked a more important question: Do nonunionized workers actually want to join a union?

The answer was a resounding NO.

A sizable majority said they were “not interested at all” in joining a union, while barely 1 in 10 were strongly interested in joining a union.

But that's not the only evidence of workers not wanting to voluntarily associate with unions.

A significant, if underreported, trend in recent years is that unionized workers are seeking votes to remove unions they oppose.

The National Labor Relations Board's own case data on union election petitions shows that in 2022, a worker under union control was far more likely to seek a vote to remove that union than a nonunion worker was to seek a vote to unionize.

Not only that, but there was a 20% increase in petitions for votes to remove a union from a workplace — known as decertification elections — last year compared with 2021.

Starbucks employees across New York state — whose unionization made headlines not long ago — are already seeking votes to end union “representation,” including at a flagship Starbucks Roastery location in Manhattan.

As demonstrated in some recent cases National Right to Work Foundation staff attorneys brought for employees opposed to union affiliation, workers have plenty of reasons to not want anything to do with union officials and their so-called “representation.”

Take the case of Tanner Bradigan, a Delaware concrete worker who attended an International Union of Operating Engineers meeting in December to learn more about what the union was offering.

When the 24-year-old spoke up saying union officials' answers to workers' inquiries were insufficient and he would not be supporting the union, union bosses threatened Bradigan and anyone else who opposed the union with physical violence.

Unfortunately, this case isn't simply a one-off. Workers face all types of thuggish and underhanded tactics at the

hands of union tyrants.

Texas Kroger employee Jessica Haefner stated she was told by a union official to opt out of union dues by writing “\$0” in the dues slot of her union card.

Only later she found that her dues card was altered so union dues would still be confiscated from her paycheck, without her knowledge or permission.

Those are only two examples from the hundreds of cases NRW attorneys litigated for the worker victims of forced-unionism abuses in the just the past year.

If a business mistreated its customers the way union officials so often abuse rank-and-file workers, it would either have to clean up its act quickly or go out of business.

Big Labor officials, however, can use government-granted power to stop workers from fleeing union ranks.

Led by former union lawyers, the Biden National Labor Relations Board is now doing just that in the ongoing rulemaking to overturn the “Election Protection Rule.”

That rule, which we back, eliminated some of the most egregious tactics used by union officials to delay or stop worker-requested decertification votes.

Also on the chopping block is a reform allowing workers to request a secret-ballot vote challenging unionization through “card check,” a process where union organizers pressure and often mislead workers into signing union cards that are then counted as “votes” for unionization.

That rollback is particularly pernicious since Jennifer Abruzzo, the union-lawyer-turned-NLRB-general-counsel, is seeking to overturn more than a half-century of legal precedents to mandate such card-check unionization.

In other words, the Biden labor board is simultaneously seeking to make it easier for unions to force workers into their ranks and making it harder for workers to escape unions they oppose.

Union bosses and their political allies are trying to peddle the lie that workers overwhelmingly want to be in unions.

But the Biden NLRB's pursuit of an increasingly coercive legal regime is an effective admission that government force is the real union-organizing tool.

American workers don't appreciate being forced into unions or treated like pawns in a game where union-backed politicians seek to repay those that backed their election.

Until union bosses and their cronies in government realize workers aren't political tools, worker skepticism of unionization will remain.



Watch Mark Mix discuss the Foundation's role in helping Starbucks workers escape unions with Newsmax TV's Chris Salcedo. Visit www.NRTW.org/starbucksvideo or scan the QR code.



Foundation-Backed Workers Notch Victories Over Dues-Hungry UAW Bosses

UAW caught using threats and coercion to illegally seize workers' dues

LOUISVILLE, KY – United Auto Workers (UAW) union officials have a well-deserved reputation for looking out for their own interests while throwing rank-and-file workers under the bus. The most prominent recent example is the corruption and embezzlement scandal, in which federal investigators revealed that UAW officials had siphoned millions of dollars in workers' money to fund opulent golf vacations in luxury condos and private villas, spa and amusement park visits, \$60,000 cigar-buying sprees, and much more.

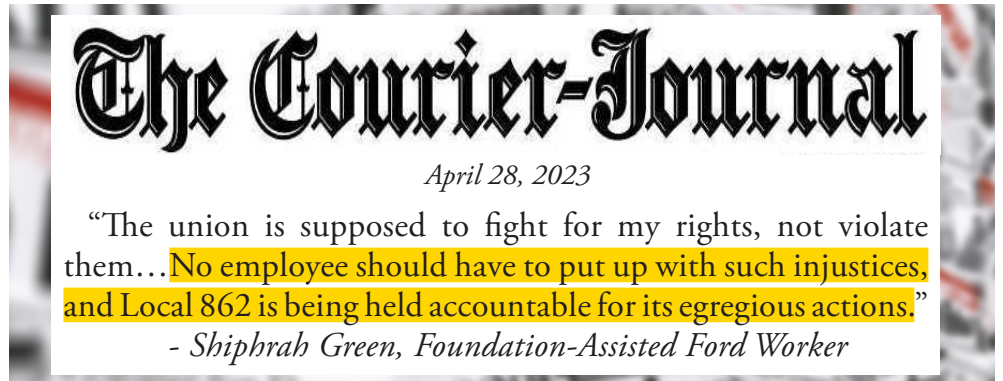
But the federal corruption probe that led to eleven top UAW bosses pleading guilty, including former union presidents Gary Jones and Dennis Williams, is hardly the only time greedy UAW bosses abused their government-granted monopoly bargaining powers.

In a series of recent cases brought by National Right to Work Foundation staff attorneys against the UAW, workers are utilizing the Foundation's free legal aid to vindicate their rights in the face of illegal dues demands by UAW officials.

Foundation-won Settlements Force UAW to Return Money to KY, IA Workers

Shiphrah Green, an employee of Ford Motor Company's Louisville Assembly Plant, prevailed over UAW Local 862 bosses with free Foundation legal aid in April. UAW bosses were forced to settle and return money they had unlawfully taken from Green's pay.

Green's federal charges against the union maintained not only that UAW officials had made her jump through unnecessary hoops to exercise her right to cut off union dues, but also that UAW bosses made threats against her job when she tried to resign, with one union official warning her "if it were up to me, you'd lose your job for leaving



Ford employee Shiphrah Green excoriated UAW bosses in the Louisville Courier Journal over their blatant disregard for her rights. Foundation attorneys are helping her and others battle the notoriously corrupt union.

the union." Green's settlement also forced UAW officials to refrain from such illegal threats in the future.

Meanwhile in Iowa, four employees of air filter manufacturer Donaldson won a recent settlement in which UAW officials were required to return over \$1,000 in illegally-seized dues.

In each Donaldson worker's case, UAW bosses had either refused to stop dues deductions despite producing no original documentation showing the workers had consented to such deductions in the first place, or had kept seizing money after an employee resigned union membership and revoked authorization to deduct dues, which should have been effective in stopping the flow of dues.

Because Ms. Green and the Donaldson workers reside in Right to Work states, the Foundation-won cases mean they will be free from all union financial support going forward.

Philly Public Defender Hits UAW with Charges

Even in non-Right to Work states where union officials have the power to compel workers to pay some fees under threat of termination, UAW bosses still go far beyond what is legal in their greedy forced-dues demands.

For example, Foundation staff

attorneys recently filed a case for Philadelphia public defender Brunilda Vargas. Vargas, a vocal opponent of the UAW's unionization drive, was told by UAW organizers that the union would reduce her and her coworkers' wages if they did not grant the union the power to automatically deduct union dues directly from their paychecks.

Not only is the threat illegal, but further, employees can never be required to authorize automatic dues deductions from their paychecks under long-established federal law. This is true even in a state like Pennsylvania where workers lack the protection of a Right to Work law. Vargas' charge, filed in June, is now being investigated.

"American workers likely have a plethora of reasons for wanting nothing to do with UAW union officials, including but not limited to the dizzying corruption in the union that has led to so many union officials going to prison," commented National Right to Work Foundation Vice President Patrick Semmens. "As Foundation attorneys have experienced, UAW officials will often resort to clearly illegal methods to squeeze money out of dissenting workers in violation of federal law."

"Union bosses who cannot convince workers to pay union dues voluntarily should not be allowed to seize union dues under threat of termination," Semmens added. ✚

Foundation Defends Michigan Workers with Forced Dues Looming

With Right to Work repeal law passed, workers seek to escape mandatory payments

LANSING, MI – Despite poll after poll showing 70 percent of Michiganders wanted Michigan's decade-old Right to Work law left in place, Gov. Gretchen Whitmer and union cronies in the Michigan Legislature voted to strip Wolverine State workers of their right to refrain from funding unwanted union bosses in March.

In response, the Foundation sprang into action, issuing a Special Legal Notice to Michigan workers advising them of their legal options as the state transitions to a forced-dues regime. The notice reminded workers that, despite what union bosses may claim, the state's Right to Work law remains in effect until 90 days after the legislative session ends later this year -- and also what they can do in advance of forced dues being legal again.

Unsurprisingly, given Right to Work's popularity even among union households, Michigan workers are stepping up and taking action to defend their rights against coercive unionism.

Michigan Workers Battle Forced-Dues Schemes Ahead of Repeal

For example, Foundation attorneys are currently assisting Grand Rapids-area Kroger employee Roger Cornett's challenge to an illegal dues scheme perpetrated by United Food and Commercial Workers (UFCW) union officials.

Cornett hit UFCW bosses with federal charges this May, accusing them of ignoring a letter in which he exercised his right to cut off dues deductions from his paycheck. Cornett's charges also maintained that UFCW bosses sought to seize money from him using a form that blatantly violates existing federal law.

Cornett's charge says the form is illegal because of its "dual purpose" nature, meaning just one signature confusingly locks a worker into



Michigan legislators' unpopular decision to repeal the state's Right to Work law helped prompt Mary Soltysiak and her coworkers' move to vote out the IAM union.

both membership and dues deductions. Federal law requires any authorization for union dues deductions to be voluntary and separate from a union membership application.

UFCW bosses' contempt for longstanding federal protections in Cornett's case likely indicates how aggressively union officials will pursue forced dues under a non-Right to Work regime.

The Foundation's legal notice also counsels workers that they can avoid forced-dues arrangements entirely by petitioning the NLRB to hold "decertification elections" at their workplaces, in which workers can vote unpopular unions out.

Legal Notice Counsels Workers of Right to Vote Out Unwanted Unions

Mary Soltysiak, who opposes forced dues, heard news of the upcoming repeal and filed a petition to decertify the International Association of Machinists and Aerospace Workers (IAM) District Lodge 60/Local Lodge 475 union with free legal aid from Foundation staff attorneys. Soltysiak and her colleagues work at Terryberry, a manufacturing firm in Grand Rapids, MI.

Soltysiak stated that she and

some of her colleagues "contacted [a Foundation attorney] and filled out paperwork to get out of paying union dues around the year 2018 because of the Right to Work... law."

"The union has done nothing but hurt my paycheck and my vacation hours," Soltysiak added.

Soltysiak and her coworkers achieved victory this May, when the NLRB certified their majority vote ousting the IAM union. Hopefully, their success portends the future success of the growing number of workers in Michigan and across the country looking to decertify the unions in their workplaces.

Foundation Also Defending Public Sector Right to Work Protections

As noted in the Foundation's legal notice, the Michigan Right to Work repeal does not affect public sector Michigan employees. Under the Foundation-won *Janus v. AFSCME* Supreme Court decision, no public worker in America can be forced to subsidize a union as a condition of employment. But, as the repeal is looming, Michigan public sector union officials are nonetheless seeking to undermine public employees' freedom to refrain from union support through so-called "fee-for-grievance" schemes.

This April, the Foundation submitted a brief in the Michigan Supreme Court case *Technical, Professional and Officeworkers Association of Michigan (TPOAM) v. Renner*, in which TPOAM officials are trying to enforce a "fee-for-grievance" policy against Saginaw County employee Daniel Renner. Under it, union bosses strip nonmember public employees of any power to file grievances themselves, and instead mandate that they pay fees sometimes exceeding yearly union dues to use the union's grievance system.

See 'Michigan Workers Fight' page 8



Invest in the Long-Term Battle for Worker Freedom

Your National Right to Work Foundation is working tirelessly to combat Big Labor's forced-dues-for-politics schemes in the federal courts, at the National Labor Relations Board, and in the media. Fighting on all of these fronts requires long-term investment from supporters like you, since our legal cases can last for years – some for over a decade.

By leaving a legacy gift to the Foundation, you and your loved ones will ensure that the Foundation has the necessary funds to mount legal challenges to stop Big Labor coercion across the country for years to come.

Please review your charitable goals and make a real difference by naming the National Right to Work Legal Defense Foundation as a beneficiary in your estate to receive a specific or a residual bequest. A residual bequest comes to the Foundation after your estate expenses are paid in full, and specific bequests are distributed according to the estate document.

Here is sample language for a gift in your Will or Trust:

I give, devise, and bequeath to National Right to Work Legal Defense and Education Foundation, Inc., 8001 Braddock Road, Springfield, VA 22160, for its general purposes:

- The sum of \$_____; or
- Name a particular investment or piece of property with legal description, custodian, etc. as applicable; or
- _____ percent of the rest, residue, and remainder of my estate, including property over which I have a power of appointment; or
- All the rest, residue, and remainder of my estate, including property over which I have a power of appointment.

Thank you in advance if you have already designated the Foundation in your Will or Estate Plan. Your generosity is inspiring.

As with all estate matters, we urge you to consult your tax advisor or estate attorney before making a planned gift. Don't forget, all gifts to the Foundation are tax-deductible!

For more information on giving options, please contact Ginny Smith at gms@nrtw.org, or 1-800-336-3600.

Union Decerts Brewing At Starbucks

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which can impact the Starbucks workers if union officials plot to stay in power regardless of workers' wishes. Foundation-backed NLRB reforms from 2020, collectively known as the "Election Protection Rule," have made it somewhat easier for workers to escape unwanted union "representation," by eliminating the most egregious "blocking charge" tactics used by union bosses to delay or stop decertification elections entirely. "Blocking charges" are unverified union boss allegations of employer misconduct, often unrelated to workers' desire to decertify.

Currently, the Biden-appointed NLRB majority is conducting rulemaking to roll back these protections and make it much harder for workers to decertify a union.

Foundation Provides Legal Notice to Starbucks Employees

After being in contact with multiple Starbucks workers interested in how to resist union control, the Foundation issued a legal notice informing employees of the coffee chain of their right to petition for a vote to oust an unpopular union.

"No worker anywhere should be forced under so-called union 'representation' they oppose," commented National Right to Work Foundation President Mark Mix. "Starbucks workers around the nation that fall victim to union tyranny should know they can turn to Foundation staff attorneys for assistance."

"Foundation staff attorneys are now fighting to ensure that these workers are not denied the vote that they are entitled to under federal law to remove union control they oppose," continued Mix. "Union bosses should not be allowed to keep their grip on power simply by disenfranchising those they claim to 'represent.'" 🗳️

Michigan Workers Fight Emboldened Union Bosses

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In the brief, Foundation staff attorneys refute the union's claims for this newfound power, stating that "fee-for-grievance" schemes were never authorized by the Michigan Legislature and are inconsistent with federal law.

Foundation Attorneys Will Defend Worker Freedom in Michigan

"Michigan union officials and their allies in the state legislature have contempt for workers' individual rights that knows no bounds," commented National Right to Work Foundation Vice President and Legal Director William Messenger. "That was made clear by the repeal of the popular Right to Work law, and the attempt to undermine Right to Work protections for public sector employees which are safeguarded by the First Amendment under the Foundation's *Janus* U.S. Supreme Court victory."

"Michigan workers have a long road ahead to restore their rights against union coercion, but Foundation attorneys are fighting alongside these workers, and will continue to fight until no Michigan worker can be forced to pay union bosses they disapprove of just to keep a job," Messenger added. ✚

**National Right to Work
Legal Defense Foundation**

Rated "A"
by
CharityWatch

Source: *Charity Rating Guide*
June 2022
American Institute of Philanthropy



Message from Mark Mix

President
National Right to Work
Legal Defense Foundation

Dear Foundation Supporter,

Five years ago, you became a vital part of U.S. history.

In 2018 the Right to Work Foundation, boosted by your generous support, secured the landmark *Janus v. AFSCME* U.S. Supreme Court Victory -- establishing that millions of public sector workers across the country have a First Amendment protection against being forced to pay a union boss just to work.

America's public servants got a brand new weapon in their arsenal to declare their independence from union boss coercion.

But union bosses are not just sitting idly by and letting workers cut off the dues that fund their radical political agenda.

More often than not, thuggish union officials try to make examples out of workers who speak out against the union or seek to avoid subsidizing union boss activities.

Just one example is the story of Joseph Mercer, a Foundation-assisted worker whom you can read about on page 3 of this **Foundation Action** newsletter.

Connecticut State Police Union (CSPU) officials retaliated against Joseph, a seasoned Connecticut state trooper, for opposing the union's politicking. After he was promoted in 2015 to a prestigious Operations Sergeant position, they coerced his demotion to an administrative post.

But Joseph fought back with Foundation legal aid, and has now won a settlement totaling over a quarter of a million dollars.

Demotion, threats, and even firing are just a few of the kinds of roadblocks that union officials will put up to prevent independent-minded workers from exercising their *Janus* rights.

But public workers have a mighty ally in our Foundation, which, as in Joseph's case, will fight alongside workers for years to beat union retaliation schemes and restore workers' rights and freedom.

This is difficult work, but it's essential to the workers of America. So I thank you for your faithful support.

Sincerely,