

WHAT YOU NEED TO KNOW!

JANUS V. AFSCME and HOW IT AFFECTS YOU

1. How it all started

Multimillionaire Illinois Gov. Bruce Rauner was trying to cut state employee pay, pensions, and benefits. The union fought back so the governor directed the state to stop taking “agency fees” from workers who were not union members so the union wouldn’t have the revenue to fight him. When the directive was ruled illegal he sought out some wealthy friends to take the case to court.

2. Who is “Janus” and how did he get involved?

Rauner’s well-funded national anti-union organizations, like the National Right-To-Work Legal Defense Foundation and Freedom Foundation, needed to find bargaining unit state employees to sue. They found Mark Janus, a state employee who didn’t like the union’s bargaining positions saying, “they made the state’s budget and pension crisis worse.”

3. What is the law now?

The law, based on a 40-year-old Supreme Court ruling, says unions can collect a fee from employees that don’t want to join the union to cover the cost of non-political activity, like negotiating and enforcing a contract. This Supreme Court case was called *Abood v. Detroit Board of Education*.

4. How it affects YOU?

Since unions are required to represent everyone in a workplace, everyone gets the benefits of the contract. If workers decide not to pay, knowing they’ll get the benefits anyway, then the union will have less members and in turn less resources and power. Less power means less benefits in contracts, less ability to fight when an employee is wronged, less power to protect workers from health and safety issues.



CSEA
NEVER
quit

The logo features the acronym 'CSEA' in a bold, blue, sans-serif font with a small American flag icon to its right. Below it, the word 'NEVER' is written in a large, bold, red, sans-serif font. At the bottom, the word 'quit' is written in a smaller, blue, lowercase, sans-serif font.