

Janus v. AFSCME

What happened?

On June 27, the U.S. Supreme Court ruled in favor of the plaintiff in *Janus v. AFSCME Council 31*.

With its 5-4 decision, the court ruled that fair share fees (called agency fee in New York state) can no longer be collected from bargaining unit members who have not joined the union.

The decision became effective immediately.

Q: I'm an agency fee payer. Will dues still be deducted from my paycheck?

A: No. The *Janus* decision requires our union to have an affirmative consent of a member, such as a signed membership application. However, fee payers (now nonmembers) can join or rejoin UUP at any time.

Q: I was an agency fee payer and I want to be a member. How do I become a member?

A: To become a member, you fill out the updated membership form, which can be found online at uupinfo.org/join or you can obtain and submit a hard copy at your UUP Chapter Office. You can also send a hard copy to UUP, P.O. Box 15143, Albany, NY 12212-5143.

Q: I'm a member. How does this court ruling affect me?

A: In terms of your existing membership, very little. You remain a member. Our contract stays in place. We move forward. We unite and organize. We build our strength and fight against the injustice of this decision. We remain Union Strong.

Q: How do I ask questions about my membership or membership status?

A: If you or your colleagues have questions about the value of your union membership or membership status, call UUP's dedicated membership information line at 518-640-6678 or email membership@uupmail.org to speak to a statewide officer or a UUP staff member, 9 a.m.-4 p.m., Monday-Friday.

We have accomplished much together.

But we stand to lose these hard-fought gains unless we remain worker-strong. At risk are:

- Fair increases in wages and benefits.
- High-quality health insurance coverage and affordable deductibles/copayments.
- Effective due-process protections.
- Protections for tenure/permanent appointment and academic freedom.
- The ability to defeat harmful anti-public higher ed and anti-union proposals to protect our university, our students, our work and our union.
- Professional and academic development programs (health, technology, retraining, affirmative action, and individual and campus programs), funded through the UUP contract.



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Stay Union Strong?

- **Talk to Each Other:** Member-to-member communication, speaking one-to-one with your colleagues at work, is the key.
- **Share Your Union Story:** Your story may help someone else understand why it's so important to stand united. Share it on social media, at chapter events and in your community.
- **Speak Up, Stand Up and Show Up:** To fight power with unity, we need to speak up, stand up and show up—**together**.



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Q: What will the long-term impact of this decision be on me and UUP?

A: Unless our union remains strong, it will become increasingly difficult to effectively represent all bargaining unit members. Our power to negotiate contracts, salary increases and benefits will shrink, as will our ability to defend our colleagues on the job, and to successfully advocate for SUNY—our students, our patients, and our University. For this reason, we encourage every member to talk to your colleagues about staying Union Strong.

Q: Who is really behind the attacks on unions?

A: This is the latest attempt by corporate CEOs, the mega-rich, and wealthy special interest groups aligned with union-busting billionaires to break, split, damage and ultimately decimate public sector unions nationwide. Their goal is to eliminate our right to unite as a labor union.

Q: Can this actually happen?

A: It's happening now. Anti-union groups are using direct mail and phone campaigns—and even visiting union members at their homes—to urge workers to drop their union membership. Websites pretending to be avenues for members to opt out of their unions are springing up. They are nothing more than **vehicles for identity theft and creation of mailing lists for anti-union campaign materials**. These anti-union actions ultimately impact everyone. We will fight back, uniting with our union for our families and our communities. Report these organizations to UUP at membership@uupmail.org. If the Union Busters show up at your door, ask them who they are really working for and let them know that you are UNION PROUD! Warn your colleagues and report it to UUP.

**The union is for all of us,
and it will take all of us to keep our union—and all that it stands for—strong!
We can do it together!**

If you haven't joined, please consider joining now!

The form is available online at uupinfo.org/join or fill out a paper copy from your Chapter Office and return it there or to UUP headquarters at PO Box 15143, Albany, NY 12212-5143

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