



### **New Taylor Law Changes Helps Unions**

The governor and legislature passed legislation during the state budget process that changes the Taylor Law in an effort to help fortify unions against the impending implications of *Janus v. AFSCME*.

### **Duty of Fair Representation Limited**

The most important change to the Taylor Law relates to the Duty of Fair Representation. As we prepare for the likelihood that the Supreme Court is going to allow non-members to benefit from union representation without having to contribute, this is a big win for us. The new legislation provides that public employee unions will not have to provide representation to non-members in any disciplinary cases as well as any legal, economic, or job related services beyond those provided in the collective bargaining agreement.

### **New Employee Information Within 30 Days**

The new legislation also state that public employers must notify an employee organization of new employees, and provide the following, within 30 days of employment:

- Name
- Address
- Job Title
- Employing agency department or other operating unit
- Work location

Public employers must also allow a duly appointed representative to meet with new employees at the worksite during work time for a reasonable amount of time without requiring employees to charge leave time. Additionally, employee organizations are now permitted to use electronic membership cards.

### **Members Returning from Leave to Same Employer Stay Members**

One other significant change to the Taylor Law addresses the “churn” problem that has occurred when members have gone out on voluntary or involuntary leave and been reinstated as agency fee payers upon their return. Now, when members return to the same employer after voluntary or involuntary leave, they will return as members and the right to deduct dues will be automatically reinstated.

These changes to the Taylor Law are a significant victory in our ongoing effort to ensure our union stays strong regardless of the outcome of *Janus v. AFSCME*.

# How You Can Help Save Our Union

## Best Way is to Stay a Member

- Corporate-backed Right to Work groups want you to quit our union.
- We must all do our part to protect our hard-won rights and protections.
- Unions are under attack! The best way you can save our union is to stay a member!

## Let Us Know You'll Never Quit

- Text Never Quit to 237263 or Call 518-257-1263 or Email [neverquit@cseainc.org](mailto:neverquit@cseainc.org).
- Post on social media why you'll never quit to #CSEANeverQuit #StayUnionStayStrong.
- Use our CSEA Never Quit banner image on your social media accounts.
- Print and hang Proud Union Member and other signs to show you'll never quit.
- Confirm membership at [cseany.org/my-csea](http://cseany.org/my-csea) to access these website resources.

## Promote Value of Our Union at Your Workplace

- Print and hang fliers at your workplace including How You Can Help Save Our Union.
- Schedule a Never Quit workplace meeting and encourage co-workers to attend.
- Get Never Quit materials and/or request a workplace meeting at [cseany.org/neverquit](http://cseany.org/neverquit).

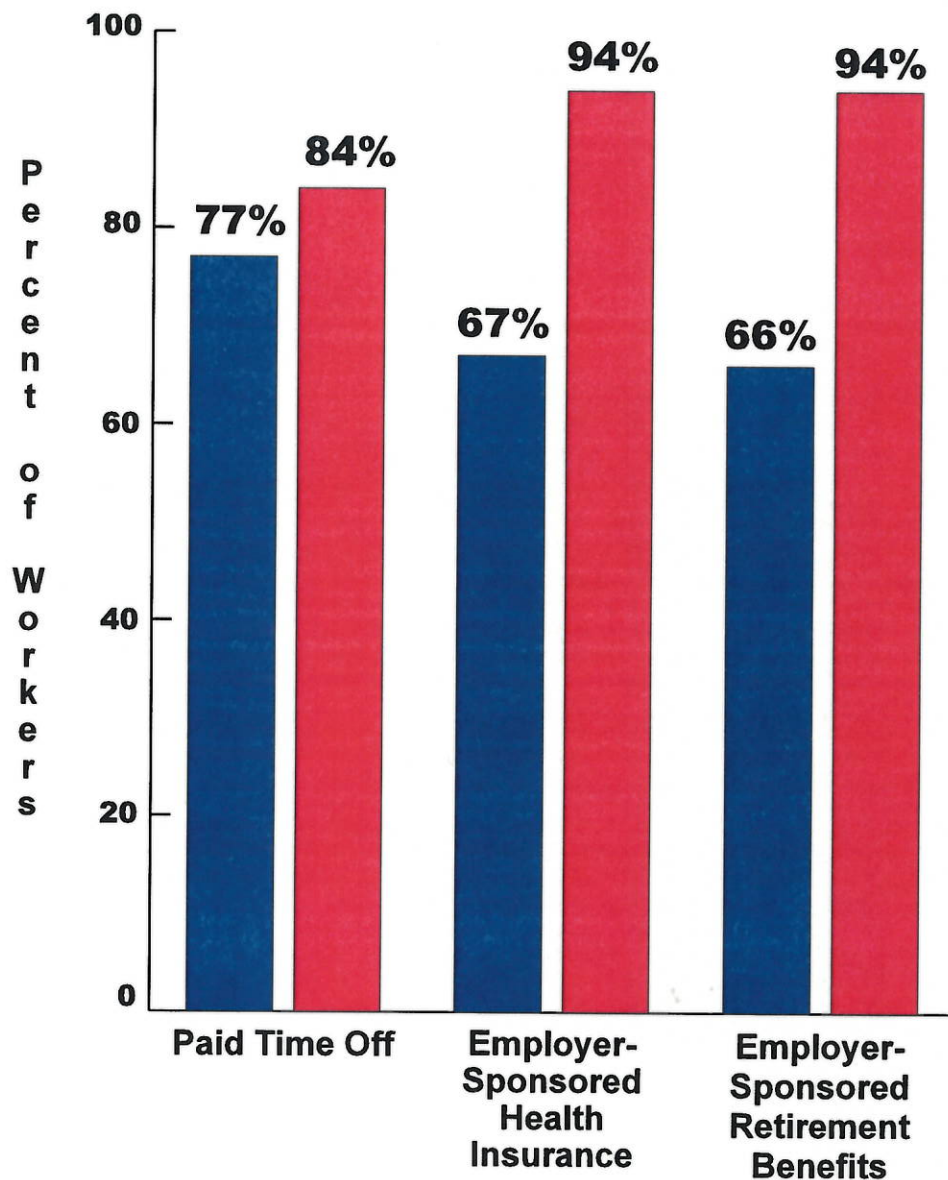
# Stay Union - Stay Strong

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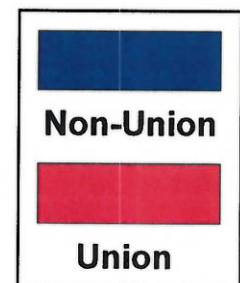




# It's Better to Be Union



**Higher Wages**  
Union Members  
Earn 27% More  
than Non-Union.



## Stay Union - Stay Strong

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Source: U.S. Bureau of Labor Statistics

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# Truth About Right to Work

## Right to Work is a Scam

- Right to Work is a deceptive nationwide campaign to “defund and defang” unions.
- Union busters say these laws give workers “freedom” to choose whether to join a union.
- This is a scam. No one is forced to join a union or fund political activities.
- Rev. Martin Luther King said the purpose of Right to Work is to “destroy labor unions.”

## Don't Believe the Hype

- Wealthy special interests are spending millions to support Right to Work groups.
- These anti-union groups want to trick you into believing you don't need to be a member.
- Right to Work groups are likely going to pressure you to quit our union.
- They'll claim workers are better off in Right to Work states. Don't believe the hype!

## Workers Are Worse Off in Right to Work States

- Workers are 49% more likely to die on the job in Right to Work states.
- Workers in Right to Work states earn 12% less than workers in states without these laws.
- Non-union workers are 40% less likely to have employer-sponsored health benefits.
- Non-union workers are less likely to have paid sick days, vacations and holidays.

## Stay Union - Stay Strong

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# Don't Be Fooled!

## The Janus Case is Really About Destroying Unions

- Anti-union forces are funding Janus vs. AFSCME, a case before the Supreme Court.
- Wealthy special interests claim this case is about free speech. It is not.
- No one is forced to join a union or pay any fees that fund political activities.
- The Janus case is really about destroying unions and gaining political power.

## Free Riders Weaken Unions

- Unions are required by law to represent all workers – members and nonmembers.
- If the court rules against AFSCME, fair share fees would go away.
- Nonmembers would then get all the benefits of a union contract without contributing.
- These free riders would weaken our union and put our contracts at risk.

## You Could Lose More Than You Would Save

- Average union dues are less than \$12 a week.
- If enough members stop paying dues, the union could be decertified.
- If the union is decertified, your contract would go away.
- You could lose your health insurance, paid time off, retirement benefits, and more.

## Stay Union - Stay Strong

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