

JANUS & BEYOND: The Future of Public Sector Unions

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JANELLA HARRIS:

- Attack on working people is in play per: tax bill, voter rights, Janus
- ABOOD and its call for fair share is under attack.
- Power concedes nothing without a demand.

This is a new opportunity to talk about Unionism

Move away from “Umbrella” which protects, to

“Symbolic Badge of Pride”, insert analogy, which conveys *fighting the good fight*. DEFINE

RUTH MILKMAN – SLIDESHOW: ‘Background Union Decline’

- 2016 – 10.7% Union, 6.4% Private Sector, 35% 1930’s
- Declining frequency of strikes
- 2017, 28 states have “Right To Work” laws
- Legal attacks on Public Sector have escalated
- Private Sector #'s falling for years, Public Sector has been stable.
- Janus funded by National RTW Legal Defense Foundation.
Their goal is to reverse ABOOD.
- NYC & NYS 70% of Public Workers are Unionized, that is double the National Average.
- Women and people of color stand to lose the most as they are overrepresented in Unions.
- They are foiling names mail of Public Union Members so to send mail to members advising them how to leave Union.

GENE SMITH – introduces KIM COOK

Kim: Slideshow

- HARRIS vs QUINN – outlawed fair share fees, aka Agency Fees.
- We signed up new members, but we didn’t inoculate
- Cites Freedom Foundation mailings which are prompting Opt-Out.
- Kim’s slideshow, MUST SHARE!!!
- Freedom Foundation ran TV ads and went door to door.
- Who & Why is behind these organizations, SPN: State Policy Network
- We need to get in front of Janus

JOHN ENGLISH

- Items became illegal to negotiate, shifts, pay rate does collection.
- People who did not vote are counted as no votes.
- Wisconsin AFSCME now has (10) staff.
- Milwaukee HMO was \$40.00 a month, now it costs \$4,000.00 per/year.
- Pension contributions have increased
- Lay-off seniority no longer exists, Walker will run again.
- Sick leave and vacation, fuggetaboutit
- Public employers can get good help in Wisconsin – schools cut arts and athletics
- Raises are now an afterthought, maybe you get one.
- Most members have no idea what life w/o Unions.
- This isn’t about right or wrong, this is Politics.
- \$38.00 a month, they kept their dues
- USPS in 98% volunteer Union.

Question: How prepared is our Unions [

>>>>>WE NEED JANUS COMMUNICATOR – HARD COPY MAILED OUT!!! <<<<<<<<

- No Wall of Shame.
- Without Alliance of Union, bigotry and discrimination are promoted through DIVIDE & CONQUER

I. DANEEK MILLER.

- The other side knows exactly what they're doing.
- We are in reactive mode.
- How do we get past this and protect ourselves.
- How do we preserve the quality of life provided by Unions?
- We need to build from the shop floor, members seem to think ALL their benefits occur naturally.

What Works and What are we doing to Prepare

NIVEDITA MAJUMDAR & PANELISTS [We need to do what we should have always been doing.]

- Talking to Members is most important.

BRIAN J. DeWYNGAERT AFGE

- AFGE membership has grown for 26 years... All of which has been under R. T. W. law!
- Everybody is an Organizer.
- New member recruitment, members recruiter rebates, staff bonuses, new member rebates [from SALES incentive]
- Have **'Lunch and Learn'** Mtgs.
- Issue Based Organizing
- Data Collection/Analysis

BARBERA TERRELONGE – DC37

- Improve member/staff communications
- Learned that #1 complaint was Dental Plan, NOT WAGES!!
- Through 1 on 1 conversations, they reduced # of Fee Payers.
- They sent Member Action Teams at 61 locations in NYC.
- They held activist and shop steward training.
- Established Volunteer Action Teams, they mobilize daily (4) Teams.

RACHEL LAFOREST

- Local 100 had good mapping in play, [but mapping terrain is first step]
- TAILOR THE MESSAGE
- Training and engage staff
- Empower all
- Show, don't tell, show the value of Membership, expend on quality of life as resultant of Collective Bargaining.
- Training and upgrading – Political Action for example
- Post members names vs shaming those who opt out, work on winning back, not alienating
- Don't "Pack" contact Data.

BOB PETERSON – Good Stuff! Went too fast, NEED SLIDESHOW

- Wisconsin Act 10 passed: 2010
- End to Agency Shop-right to freeload
- End to Dues Collection.
- Build Political Alliances
- Spirit Days
- www.2INN [something]
- Calling for Social Justice Unionism
- Move from collective bargain to Collective Activism

WORKSHOP: TRANSFORMING UNIONS

1. When people are connected, they become motivated.
2. Testimonials from participants – example of bullying and more work
3. Internal struggle continues....
Accountability – not just forward grievances
4. I spoke on need for steward accountability
5. SEIU tested their leaders, by assigning some small tasks.
6. Smart Goal Principle used by SEIU.
7. OK, it's getting to Academic.
8. We need to organize for growth.
9. Healthcare costs skyrocket with Janus – ask Wisconsin
10. Ask employer if FOIL request for member names are made.

NTS: Can PEF change retiree benefit to; must be active last 2 years of employment vs. current 1 year?

TONY UTANO - CLOSING COMMENTS

- SPN website, has Mark Janus video
- Cites “defund-defang” quote, think STN
- TWV intends to increase spending on Staff as a fight-back fund.. Local 100 Intends to call out SCOTUS on choosing Koch Brothers or choosing USA Citizens
- They have email lists
- Where are the Fee Payers going to go when the Boss starts having their way with them?