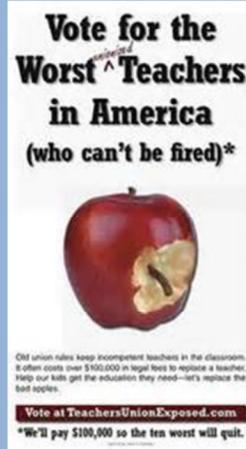
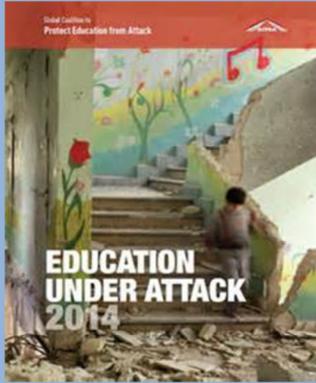


Temecula Valley Educators Association 2015 THE ATTACKS CONTINUE



Our Profession Is Under Attack

- In 1998 Prop. 226 (paycheck deception) Defeated.
- In 2005 Prop. 75 (public employee union dues) Defeated
- In 2012 Prop. 32 (political contributions through payroll deductions) Defeated
- Corporations, Citizens United and wealthy individuals are pouring money into races to support anti-union and anti-public education candidates



Charles and David Koch, owners of the 2nd largest private company in the U.S. have wealth estimated at \$80 billion. The Koch brothers are best known for their attacks on unions, worker rights, public education and for supporting anti-union candidates in key races in dozens of U.S. states. The Koch brothers have an agenda to destroy public unions and privatize education and create right to work states throughout the United States. The Koch brothers oppose unions because union wages cut into their sizeable profits. Citizens United is a political action committee that contributes to candidates who support their agenda of corporate interests (no unions) and conservative causes. The Koch Brothers have spearheaded a fund raising effort for the 2016 Presidential election and according to the Washington Post have raised over \$1 billion dollars. Citizens United won a case in the U.S. Supreme Court in 2010 which allowed independent political action committees to contribute to candidates and initiatives without restriction. The Koch Brothers are heavy contributors to Citizens United. Eli Broad is a billionaire with extensive involvement in LA Unified with the Public School Choice program in an attempt to hire independent managers and privatize schools in Los Angeles. If unions are broken, the collective voice will be lost and the power of the middle class will diminish. Proposition 226 in 1998 failed – it would have required all employers and labor organizations to obtain employee’s or member’s permission before withholding wages or using union dues or fees for political contributions. Employee or member permission is to be obtained annually using a prescribed form. Proposition 75 – would have prohibited public employee labor organizations from using dues or fees for political contributions unless the employee proved prior consent each year on a specified written form. Proposition 32 – if approved it would have banned corporate and union contributions to state and local candidates, banned automatic deductions by corporations, union and government of employees’ wages to be used for politics.

Successful so far..... but

- The corporations who have funded the anti-union propositions in the past have turned to the court system.
- Agency Fee Definition: Non-members pay their “fair share” for the union to bargain for them, to protect the contract and to support grievances. Non-members pay because they benefit from bargaining & contract protection.
- Harris vs Quinn 2014 (attack on Fair Share/Agency Fee) Illinois
 - Limited to Illinois? Health care workers were deemed not to be state employees and were not compelled to pay fair share/agency fees
- Friedrichs vs CTA/NEA- challenge to fair share/agency fee – United States Supreme Court
 - Orange County teacher Rebecca Friedrichs and 9 other co-plaintiffs (none of them union members) argue that collection of fair share/agency fee is a violation of their First Amendment rights; argue being forced to fund causes they may not support, specifically political action.
 - Plaintiffs argue that collective bargaining is political action because it involves negotiations with a local educational agency, which by definition is the government
 - Case is being argued by the anti-public education entities of Jones Day and the Center for Individual Rights
 - Supreme Court will hear the case this session 2015-2016; decision expected in June 2016

Students Matter Center for Individual Rights
Defending students' rights through impact litigation

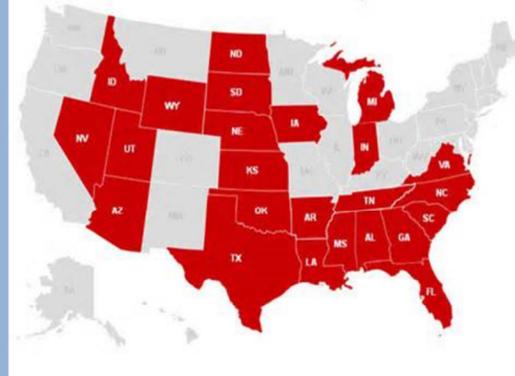
The Center for Individual Rights is based in Washington D.C. and is a conservative public interest legal organization originally known for its opposition to affirmative action, Voting Rights Act and other equity policies. This group has received grants from the Pioneer Fund, a controversial group known for its support of studies of possible genetic differences between races.

What could happen with the Friedrichs Decision?

- CTA/NEA could prevail and agency fees are reaffirmed as constitutional
- Agency fees could be abolished – non-members could receive the benefits of union representation without having to pay anything
- Agency fee opt-out could be abolished and non-members pay partial fees – non-members would be required affirmatively to “opt-in” to paying full fees and contributing to all of the Union’s expenditures.
- We cannot wait until the decision to act!

WHY WE NEED TO PROTECT WHAT WE HAVE WORKED SO HARD FOR...

- Michigan= loss of bargaining salary, benefits, evaluations, tenure, pensions
- Ohio = loss of pension, two tier for new hires
- Wisconsin = loss of collective bargaining for benefits, pensions
- YOU & CTA have defeated statewide proposals in the past, but now we have to remain active to prevent these losses from happening here.



States where unions have been strong have seen anti-union candidates elected to office and the loss of bargaining laws. Once bargaining laws are lost or seriously diminished, all the gains made by labor over the past many years are in jeopardy of being lost.

Hurting Unions=Hurting Middle Class

Benefits of belonging

Union beats nonunion for every kind of benefit

Category of benefit	union workers	nonunion workers
Retirement	89%	48%
Medical	79%	50%
Paid sick leave	82%	62%
Paid vacation	75%	74%
Paid holidays	81%	75%

Source: U.S. Bureau of Labor Statistics, National Compensation Survey, March 2013.

"RIGHT TO WORK"

IS

WRONG

WAGES ↓ Average worker in RTW states makes
\$5,333/yr.

less than in free bargaining states.

POVERTY RATE

12.5% ↑

in RTW states compared to 10.2% in free bargaining states.

HEALTH BENEFITS ↓
21%

more people have no health insurance in RTW states.

WORKPLACE FATALITIES

51% ↑

more in RTW states where unions can't speak up on behalf of workers.

TVEA Promotes Unity & Membership Engagement

TVEA's ability to advocate for its members during bargaining, member representation and contract enforcement would be greatly diminished with the loss of agency fee of fair share dues collection.

- TVEA will promote recent contractual victories using Member Blasts, Newsletters, Text Alerts and Social Media
- TVEA will create and implement a Site Visit strategy and plan to promote two way face-to-face communication
- TVEA will develop a series of "Did You Know?" facts regarding TVEA/CTA Member Benefits
- TVEA will connect members across sites and levels through member activities such as TVEA Football Night, Santa Rosa Plateau Hiking and Ontario Reign Hockey Night
- TVEA will continue its community involvement through organizing events such as Fun 2B Fit, Temecula Holiday Parade and Bowling For A Cause
- TVEA is the collective voice of Temecula teachers!



Two way street – members need to give good feedback to leadership so leadership can provide the best for its membership.