

THE DIFFERENCE BETWEEN "FAIR SHARE" AND "RIGHT-TO-WORK."

1. A union anywhere **must** represent **all** employees in bargaining agreements. In non "right-to-work" states an employee in a union work place is required to pay costs incurred in collective bargaining, called a "Fair Share," whether he "joins" the union or not, because the union hires staff to negotiate his conditions of employment for him.
2. These fair share fees, and membership dues, **do not** support political candidates or political lobbying by the union. An employee, if he wishes, can support a special political fund managed by his union, but he is not required to do so. There can be no discrimination by the union against employees who decide not to join the union and pay membership dues, or who decide not to contribute to the political fund of the union. Membership dues are only slightly higher than fair-share dues, but they are important to pay the salaries of the union staff. The union negotiators bargain for all. And, the staff handle grievances equally for everyone regardless of their membership status.
3. No one can force an employee to join a union as a condition of employment. In a workplace where the *majority of eligible employees have voted* to be represented by a union, in non "right-to-work" states, everyone must pay a "fair share" for representation. In "right-to-work" states employees who do want to, don't have to pay fair share, yet the union must still negotiate contracts for them and handle grievances for them.
4. Representation by a union costs money just like representation by an agent, or by a "head-hunter." Working people, who don't have unique talents, don't have anything special with which to negotiate contracts with employers. To get fair provisions and reasonable pay they must "hire" people to negotiate contracts for them, i.e. "unions." Even those with special talents, which are negotiable, hire agents to create their contracts. (Sports figures, actors, musicians, artists, writers, CEOs, etc.)
5. "Right to work" is a misnomer; no one is denied the right to work. All that happens in "right-to-work" states, and in Illinois, now, under Rauner, is that union members must pay for those who pay *nothing* to the union and yet receive the benefits of collective bargaining.
6. Though Rauner wants to ban union contributions to politicians, apparently rich people and corporations, who support Rauner, can still make huge donations.
7. Workers in states with "right-to-work" laws have a lower quality of life than in other states -- lower wages, higher poverty, less access to health care, and poorer education for children. The decline of unions in the past 35 years has mirrored the rise of income equality and the decline of the middle class. Unions gave us the weekend, the Family and Medical Leave Act and wide-spread employer-based health coverage. Unions ended child labor.¹
8. Lower quality of life undermines a vibrant middle class and therefore a vibrant economy.

¹ <http://www.journalstandard.com/article/20150216/OPINION/150219520/11669/NEWS/?Start=2>
(and documented in many other sources)

OTHER ISSUES TO CONSIDER

Diane Oakley, of the National Institute on Retirement Security executive director.

"It's clear that closing a pension plan to new employees

doesn't fill overdue funding gaps

or reduce the cost of providing employees' pensions, and in fact

has had the exact opposite effect of increasing costs to taxpayers. Moreover, employees that moved to individual DC accounts

found themselves with inadequate retirement account balances.

We hope our research helps policymakers avoid the mistakes of these states. For example, West Virginia eventually moved back to the pension plan to shore up both plan funding and employees' retirement security," Oakley said.

In nearly all state and local pension plans, employees and employers share the responsibility for funding the pension plan. Investment returns also play an important role in funding retirement benefits. Nationally, **employee contributions and investment returns cover about 75 percent of public pension retirement plan costs.**"

Rauner's inaugural speech:

"I also want to say a very special thank you to our police officers, our corrections officers, our firefighters and all those who risk their lives to protect the families of Illinois."

(Corrections officers are included in AFSCME contracts as are about 100,000 workers in the state.)

"They see government union bosses negotiating sweetheart deals across the table from governors they've spent tens of millions of dollars to help elect.

That's a corrupt bargain, that's a corrupt bargain,..."

(government union bosses? Does that mean AFCME?)

(Corrupt?? repeated twice)

(Tens of millions? Who spent tens of millions? Is it OK for Kochs and corporations to spend 10s of millions? They lobby for deals: tax cuts, regulatory releases, etc.)

"what does this mean for the next generation?"

(Yes, the question to ask. What will it mean when there is no secure retirement for many working people? Remember when retirees had to move in with their children?

What will it mean when income inequality is even greater than now, and average people don't have enough to spend on the consumer goods we've become accustomed to having?

When baby boomers get older, needing medical care and income?

When these younger workers w/o pensions can't afford to retire?

When we can't attract quality employees to government service?)

The largest number of state employed are employed by Human Services, providing for the disabled, mentally ill, food stamps, assistance. 2nd is Corrections including rehabilitation and drug treatment programs, and more. Then DCFS including preventing child abuse and working with foster children.

The average pension of all retirees in Illinois is \$32,000.

80% of them don't have social security: Teachers, Police, Fire fighters, City of Chicago, and Cook County. + State University Employees

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