



TOTEM Association of Educational Support Personnel, Inc.  
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## What is Janus vs AFSCME?

As many of you know, there is a case before the US Supreme Court that will affect the future of Unions, TOTEM included. The case is *Janus v AFSCME*. In a nutshell, the US Supreme Court will decide the constitutionality of public sector union's right to collect fair share or agency fees from non-members. The issue is whether under the Supreme Court's ruling in *Abood v Detroit Board of Education*, the First Amendment permits a public employer to reach an agreement with a labor union that represents its employees, that all employees of the bargaining unit who choose not to become members of the union will be required instead of paying dues to pay a fair share fee to help cover the union's cost of collective bargaining and grievance administration that are provided to members and non-members alike. These non-members want the same salaries and benefits as the union members, but without having to pay any fees.

This is an attempt to destroy unions. If they succeed, there will be no union, no one to call to ask questions or get help, no representation at meetings and **no collective bargaining, no contract**. Think about what's in our contract: salaries, benefits, paid holidays, leave, Spring Conference, PSP & CAP, Sick Leave Bank, progressive discipline and representation as union members are just a few of the rights and protections our contract provides.

We can't let this happen to our union. We need to stand together. Over the next few weeks, TOTEM Board Members, Employee Reps and Member Activists will be talking to as many TOTEM employees as we can. **We will be sharing information, answering questions and asking you to commit to being a TOTEM Member and authorizing the District to deduct the regular monthly dues.** With close to 1400 TOTEM employees, we are going to need help. If you are concerned about the future of our Union and are willing to talk with other TOTEM members, please call us at 562-1183.

As we get more information, we will share with you through emails, phone and text messages, the TOTEM Web Site ([totemassoc.org](http://totemassoc.org)) and social media.

We can survive this and come out stronger if we all stand together as one.

*Sharon Baker*, CAP

President, TOTEM Association

**Be aware** that the Freedom Foundation is the main organization that is behind this move to destroy unions. They are in Alaska as the Alaska Policy Foundation. Right now they are targeting the teachers, and we will be next. They are calling, sending emails and knocking on doors. They make it sound good. They will tell you: "Give yourself a raise: don't pay dues." What they don't tell you is that if they succeed in "busting the union" there will be **NO ONE** to represent you in **ANYTHING!** You will be on your own. Let's give them a run for their money and send them packing!