



UPDATE

SAN BERNARDINO TEACHERS ASSOCIATION

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Here's a quick update on *Friedrichs v. CTA* and resources (links at bottom of email) for your use. CTA, as it is named in the lawsuit, is part of a national labor effort to coordinate communications and coalition support. We've been doing a lot of research to develop message points and to launch a national coalition to support our work. The national coalition, America Works Together, launched its website today (still in the early stages).

Background

The NEA, along with CTA, SEIU, AFSCME and AFT, is part of a coalition called **America Works Together (AWT)** formed in response to the U.S. Supreme Court's decision to hear the case of *Friedrichs v. California Teachers Association* this year. As you likely know, in the *Friedrichs* case the Court will decide whether or not it is constitutional for public sector unions to collect Fair Share or agency fees from employees who choose not to join a union. The Court is being asked to overrule its unanimous 1977 decision in *Abood v. Detroit Board of Education*, which affirmed that collection of these fees was, in fact, constitutional. This is a case that could substantially impact NEA and all affiliates.

Timing

We are expecting oral arguments in this case this winter, in either December or January. The case will be decided by the end of June 2016.

America Works Together Coalition

On Tuesday, September 22, the AWT launched a new website at americaworkstogether.us as one way to shape the public narrative around fair share. This coalition includes NEA, CTA, SEIU, AFSCME, AFT, and a growing list of allied organizations who are coming together to make sure that working people in America have a voice around this court case. Along with the coalition, NEA will offer our state affiliates the necessary tools and support to talk about this case in the coming months.

Here are some new resources that have been added to the Fair Share Toolkit in CTA's Leader Resources Center. Remember, you will need to log in to download these and other resources. **Also, each of these pieces is intended for an internal audience only, and should not be shared on websites, etc.**

NEW RESOURCES

- [Friedrichs v. CTA Talking Points](#)
- [Background on Friedrichs v. CTA](#)
- [FAQs](#)



America Works Together

www.AmericaWorksTogether.us

Friedrichs v. California Teachers Association

America's economy has swung out of balance. It's getting harder to get by, let alone get ahead. Everyday Americans are working more than ever before. Our work has created record wealth for an economic recovery that's been everywhere but ordinary peoples' wallets. Our economic rules unfairly favor corporate CEOs and the rich because they manipulate the rules in their favor. Almost no one stands up for average Americans these days, and now this Supreme Court case threatens to make it even worse. Everyone who works should be able to make ends meet, have a say about their futures, and have the right to negotiate together for better wages and benefits that can sustain their family.

Who are we? We are working people like teachers, nurses, firefighters, and other public service workers who are passionate about our work. We want to get ahead – and stay ahead – by working hard and banding together with others to win better wages and benefits that can sustain our families, win improvements on the job to make our work more effective, and fight for advancements that leave our communities better off than we found them.

Unions are made up of people who join together to make their voices heard on issues that affect all of us: fighting for smaller class sizes; working to make sure we can all retire with dignity; holding billionaires like corporate CEOs accountable for paying their fair share; and making sure that employers understand that we are working harder and harder just to get by. The only way to do that is by using our strength in numbers – banding together and speaking with one voice. We all benefit from having our voices heard.

Who is trying to undermine the rights of working people to negotiate together?

Corporate CEOs and wealthy special interests who manipulate the economic rules in their favor by trying to make it even harder for working people like us -- people like teachers or firefighters – to come together, speak up, and get ahead. This case, which deals with public service workers, is just the latest tactic by the same wealthy special interests who have been attacking working people for decades.

What is this case really about? The best way for working people to get ahead is to work hard and band together with others to win better wages and benefits that can sustain their families and win improvements on the job to make their work more effective. This case is about corporate CEOs and wealthy special interests trying to make it even harder for working people -- people like teachers or firefighters – to come together, speak up, and get ahead.

What are Fair Share Fees? Everyone can choose whether or not to join a union at work, and nothing in this case will change that. When the majority of people vote to form a union,



America Works Together

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however, the union is required by law to represent everyone in the workplace, whether that employee is a union member or not. Employees who don't want to belong to a union only have to contribute to the costs of the representation they receive. As all public employees enjoy the benefits, job security and other protections the union negotiates, it is only fair that all employees contribute to the cost of securing those benefits and protections.

How do Fair Share Fees work? This may sound complicated, but it's actually pretty simple and a good compromise. You can think about it this way: each individual teacher can choose whether or not to join the teachers union, but the teachers union is required by law to negotiate on behalf of all the teachers at the school and **all** of the teachers enjoy the benefits, job security and other protections that the union negotiates. Teachers who don't want to belong to a union only have to contribute to the costs of the representation they receive. It's only fair that every teacher contribute to the cost of negotiating those benefits and protections. Those are the only fees we're talking about in this case. **No** teacher is required to join a union and **no** teacher is required to pay any fees that go to politics or political candidates. Nothing in this case will change that.

Is anyone ever forced to join a union or pay for politics? No. The simple truth is that **no one** is required to join a union and **no one** is required to pay any fees that go to politics or political candidates. Nothing in this case will change that. This case is about making it even harder for working people to come together, speak up for each other, and get ahead by negotiating to make the rules about benefits, hours, and wages more fair.



**San Bernardino
Teachers Association**

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San Bernardino
Teachers Association



1

YOU WILL MAKE POSITIVE CHANGES FOR YOUR STUDENTS AND YOUR PROFESSION.

All members have the right to participate in the decision-making process of our local, state and national associations. Together, we decide the issues we will champion, such as improving the quality of education for our students and working conditions for educators in schools and colleges.

With CTA, you are guaranteed a strong and credible voice with your local school district and in public policy discussions to advance legislation and policies that benefit our students, public education and the middle class.

2

YOU WILL BECOME A BETTER TEACHER AND BE AWARDED FOR INNOVATION.

Whether it's attending one of CTA's annual conferences, participating in some of the many trainings or workshops offered throughout the year, or learning from the true experts in the field – your colleagues, you will have access to a wealth of practical information and resources to improve your professional skills and be the best educator you can be.

And what if you have an innovative idea for your students, but need a little financial help to get it off the ground? CTA can help you bring your idea to life through a grant from CTA's Institute For Teaching.

3

YOU WILL MAKE YOUR COMMUNITY AND THE WORLD A BETTER PLACE.

CTA members have a long history of social justice advocacy, such as fighting for universal free public schools for all California students, standing up for civil and human rights, and securing protections against arbitrary or unfair treatment of educators. Your membership in the union supports a more just, equitable community, state and world...and helps build a brighter future for all of us.

4

YOU CAN SAVE TIME AND MONEY WITH CTA AND NEA MEMBER BENEFITS

CTA and NEA Member Benefits offer almost 50 different voluntary programs and services for you to enjoy—many with exclusive benefits designed for members. Take advantage of special life, disability, auto and home insurances available to you. You'll also find discounts for travel, shopping, entertainment, magazines, car and home purchases, and more.

CTAInvest.org also provides financial and investment education for members, including preparing for retirement.

5

YOU WILL HAVE THE CONFIDENCE AND PEACE OF MIND TO SPEAK YOUR MIND.

You are the expert, and you know what's best for your students. Work in confidence knowing that CTA Legal Protection and Liability Coverage safeguards you as you make a difference. We're here to make sure you can advocate for your students without being scared your job is at risk.