

# Our Union: All Members, One Goal!

Maintaining Our Power to Stand  
Up for Our Students and Our  
Profession after the Loss of Fair  
Share



# 154 Years of Proven Success

## Free School for All

First legislative victory establishes free school for all students—including non-white students.

1866

## First Fair Dismissal Law

Won a State Supreme Court ruling establishing due process.

1890

## Created Teachers Retirement

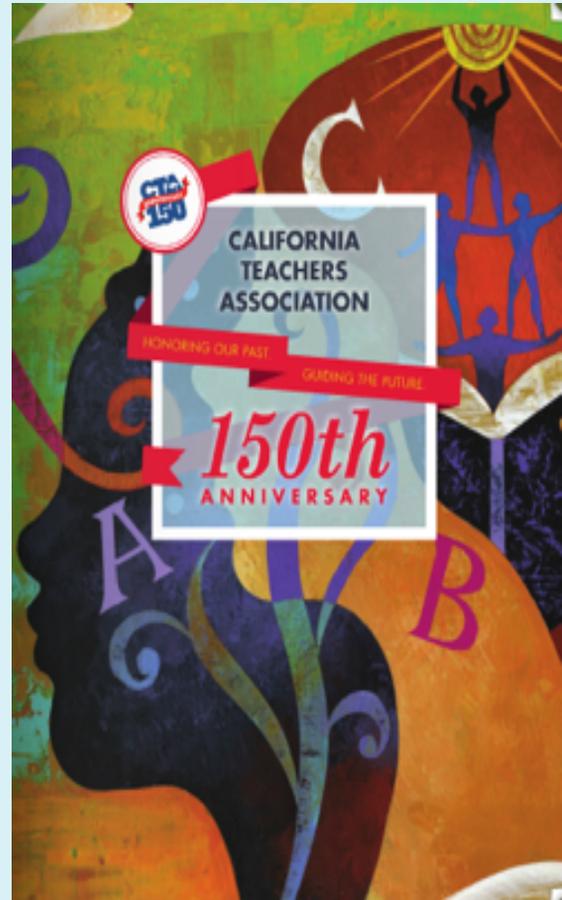
CalSTRS created by legislature just 3 years after CTA's State Council called for it.

1913

## Protest Japanese Internment

One of a few organizations to protest the internment of Japanese-Americans at the beginning of WW II.

1940



The more we succeed, the more we are attacked by those that seek to weaken our union and privatize public education by silencing our collective voice.

# 154 Years of Proven Success

1975

## Won Bargaining Rights

CTA-sponsored Rodda Act passes, making K-14 educators the first public employees in California to win collective bargaining.

1988

## Minimum School Funding

Wins passage of Proposition 98 guaranteeing a minimum amount of funding for K-14 schools.

2005

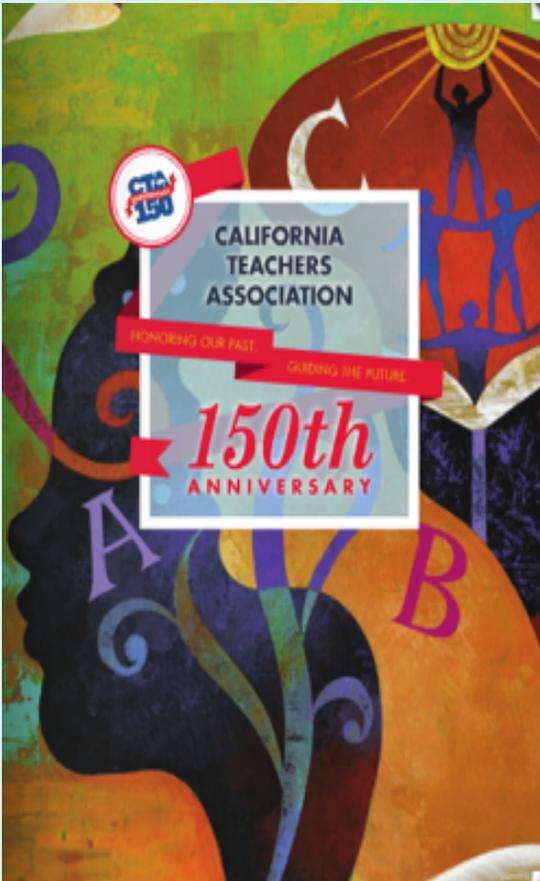
## Defeated Anti-Union Initiatives

Led coalition to defeat slate of ballot measures to cut school funding, strip teachers of due process and silence our union.

2016

## Passed Prop. 30 & 55

Won the largest tax increase on the wealthiest earners in the history of California, stopping cuts and bringing in \$47 billion in new money for our students.



The more we succeed, the more we are attacked by those that seek to weaken our union and silence our collective voice.

# Attacks are Economic and Political

**NO**

**ON 32**

**At the Ballot**

**Box**

Opponents have long sought to silence teachers and limit the role of unions through misleading initiatives. California voters have agreed with educators sending a clear message that they don't support the corporate agenda.



**In the Legislature**

Every year, CTA members take positions on hundreds of bills that can help improve student achievement or destroy the teaching and learning environment.



# What is Janus vs. AFSCME?

- ❑ An Illinois state employee funded by powerful corporate interests sued his union AFSCME (American Federation of Federal, State, County, & Municipal Employees) challenging mandatory fair share (agency fees) as a violation of his U.S. constitutional rights.
- ❑ The U.S. Supreme Court will hear the case in February and is expected to issue a ruling by June 2018.
- ❑ Janus will decide the constitutionality of *Abood v. Detroit Bd. of Educ.*, a 1977 case in which the Court allowed states to require all public employees to pay union dues or fair share fees.



# What is Fair Share?

Let's take a closer look at what Fair Share is and what it is not.

1

Fair Share is a common-sense way to ensure fairness and protect equity, individual rights, and the pocketbooks of educators.

2

Every educator who enjoys the benefits and protections of a negotiated contract should, in fairness, contribute to maintaining the contract.

3

Fair Share fees are not used for political or ideological activities.



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# What is Fair Share?

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4

Fair Share does not force individuals to join GGEA/CTA. In fact, Fair Share protects the individual rights of educators to choose whether to join their union.

5

Under Fair Share, all members enjoy the benefits, rights, and protections of the bargained contract, but the similarities end there.



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# What do you think?



Would it be fair if non-members (currently fair share fee payers) could continue to receive the benefits of union representation, collective bargaining, our contract: due process rights, wages, benefits, etc. without paying for any of the costs?



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# How Would Loss of Members Impact Other GGEA members?



What would fewer dues dollars mean for bargaining, contract maintenance, organizing, conferences, workshops, social events, community outreach, advocacy, and more?

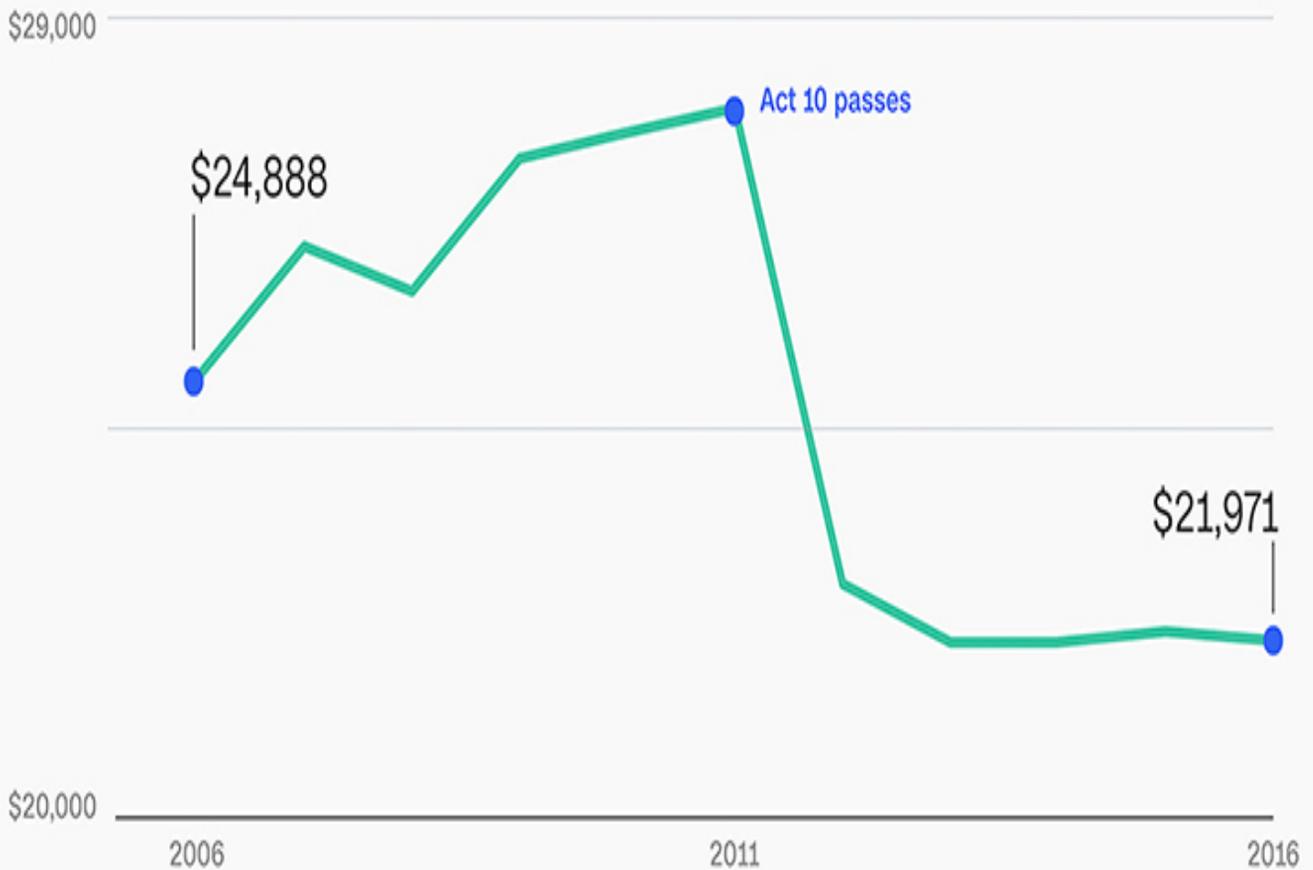


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# After Wisconsin's teachers lost fair share fees.....

## Wisconsin's teachers saw a sharp drop in benefits

The average value of healthcare and pensions paid to Wisconsin's teachers since Act 10 was passed in 2011 has fallen 21%.



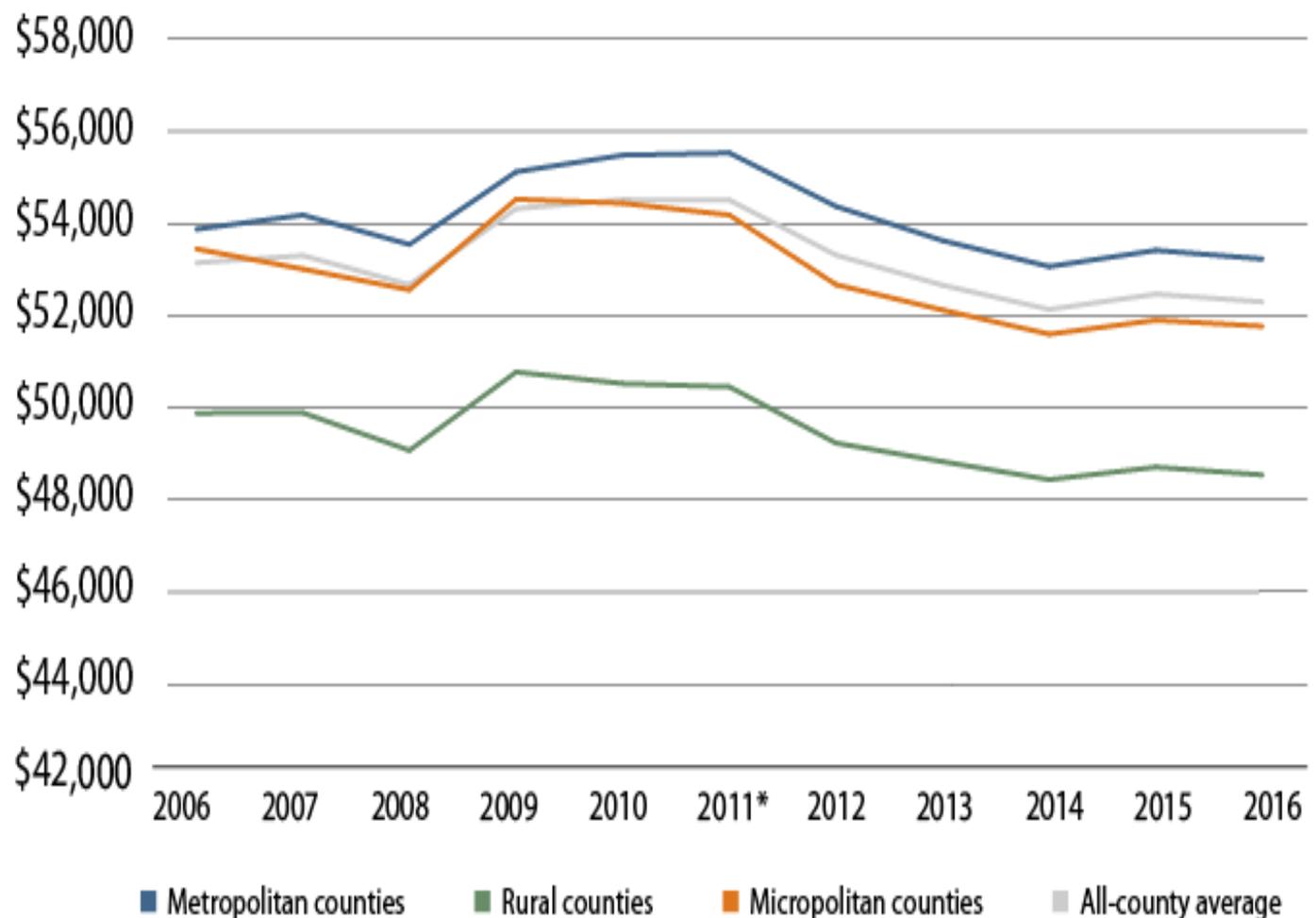
SOURCE: CENTER FOR AMERICAN PROGRESS ANALYSIS OF WISCONSIN DEPARTMENT OF PUBLIC INSTRUCTION DATA

# After Wisconsin's teachers lost fair share fees.....

FIGURE 2

## Wisconsin teachers' salaries have declined after Act 10

Average salary paid to Wisconsin teachers in 2016 dollars, by year



# The POWER of OUR Union Membership



Through high-union participation we gain:

- Lower class sizes / caseloads
- Higher wages & benefits
- More secure retirement
- Better teaching & learning conditions
- More say in our profession
- Better public schools for our students!



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# Beware of the wolves in sheep's clothing



- There will be deceptive groups who identify as “Alternatives” to our union and make empty promises.
- They won't tell you who's really behind them or where they get their funding.
- They will contact you and encourage you to “Drop your membership” because they know our collective power comes from membership.
- Eventually fewer members could mean lower wages & benefits, a less secure retirement and lower education funding for our students.

**So what can we do?**

**Pledge to stand  
together for our  
students and our  
profession!**

**Support GGEEA!**



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