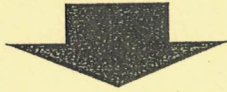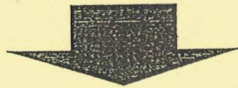# FAIR SHARE FEES & THE *JANUS* CASE

It's not right for some to get union benefits for free while others pay MORE to make up for the non-payers.

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The current Fair Share system is a good compromise and common sense. Right now, no one is forced to join a union. But unions are legally required to represent all workers, even those who decide not to join the union. Public and private sector workers who don't want to belong to a union only have to contribute to the costs of the representation and benefits they receive. Every employee who benefits from a negotiated contract should contribute to the costs of securing that contract.

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If the Supreme Court bans Fair Share fees for public employees and if Congress does the same to private sector workers, it will make it harder for all workers to negotiate for good wages, benefits and working conditions.

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Some states have already made Fair Share fees illegal, and the result is lower wages, diminished benefits and worse working conditions for working people. In states without full union rights, the average teacher makes about 23% LESS per year than in Fair Share states and the average SRP about 17% LESS. Workers in non-Fair Share states are also less likely to have health insurance, defined benefit pensions, paid personal leave and many other benefits that we take for granted.

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This case is about corporate interests that want to further shift the balance in their favor. They want to make it even harder for workers to come together, speak up for each other and get ahead. Union victories are everyone's victory, contributing to our economy and the quality of life for all.

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It's no secret America's economy has swung out of balance. Workers are working harder for an increasingly smaller piece of the pie. The *Janus* case threatens to make it even harder for working people to protect what they have, have a say about their futures and get ahead. But if they stick together and stay in the union, workers can control their destinies and not have to be at the Court's mercy.