

August _____, 2018

Dear Bargaining Unit Member,

As you are aware, in the beginning of the summer the United States Supreme Court in the case *Janus v. AFSCME* ruled that unions could no longer impose agency fees on employees who did not voluntarily agree to pay dues. Our employing district has asked for proof that individual members are agreeing to pay dues if you wish to do so through payroll deduction. Members may also pay our affiliate dues (SAANYS) directly by check or credit card.

To date, we have not received any paperwork or other communications from you as to your continued membership in our important organization.

If you do not return the required paperwork by the beginning of the new membership year, September 1st, you will be at risk of losing valuable benefits, such as:

- Unit member privileges, including, but not limited to: attendance at events, input regarding terms and conditions of employment contained in any contracts, and voting privileges on unit leadership and other unit business, including contract ratification;
- 24/7 legal advice and representation in employment matters to include unit representation at all potential disciplinary meetings with your employing district and legal representation in any and all hearings that will determine your continued employment;
- Representation and advice related to non-contract related professional work issues (e.g., interrogations, annual performance reviews, “directive” meetings, counseling memos, difficulty with supervisors, difficulty with the board of education, difficulty with other staff members or community members; tenure, seniority, bumping and layoff; defamation, harassment and liability issues; licensing, certification, or civil service job-related requirements.);
- SAANYS 10,000 life insurance policy and optional additional coverages;
- Complimentary financial planning services and advice from AXA;
- SAANYS optional personal legal plan, online Career Center, various discount programs related to auto/home and other insurances, travel, shopping, entertainment, cellular phones, defensive driving courses, etc.;
- Professional learning opportunities; and
- Legislative and regulatory advocacy at the state and federal levels.

We urge you to continue to benefit from these services and benefits, allow your voice to be heard on important matters that will impact your terms and conditions of employment, and submit your union paperwork to us as soon as possible. Please do not hesitate to contact us should you have any questions or concerns.

Sincerely,

Unit President