



# Frequently Asked Questions about *Janus*

## **What is *Janus*?**

*Janus v. AFSCME* (often shortened to *Janus*) was a court case that was decided by the U.S. Supreme Court on June 27, 2018. In this case, union security clauses were deemed illegal in the public sector nationwide. Union security clauses required public employees who accepted a job that was covered by a union contract to pay at least the portion of dues that covered contract negotiations and enforcement of the contract from which they benefited.

## **What does the U.S. Supreme Court decision mean?**

Current members now have the option to opt-out of paying any union dues, and new employees have to affirmatively opt-in to paying for union membership. However, public sector unions are still required to provide representation services for all employees in classifications covered by the contract, even if they are not paying members.

## **How will the *Janus* case impact my union membership?**

The *Janus* case was designed to weaken unions by reducing our financial resources. With fewer dues-paying members, yet with the same responsibility to represent all employees, there will be more work to do (i.e. organizing workers to join Local 17) with less staff and funding to do it. However, the case does not prevent workers from coming together to advocate for their rights, and we are confident that the vast majority of our members know that sticking with the union is the best way for our collective voice to be heard!

## **What benefits do I get as a dues-paying union member?**

In addition to your right to union representation, as a dues-paying member, you are also entitled to vote on contracts, dues rates, and policy changes, and in union elections; you can attend Local 17 meetings where contract, policy and workplace issues are discussed; you can hold leadership positions such as Chapter Officer, Steward, Regional Executive Committee delegate, etc.; and you have access to discounts, a professional development fund, and more through the PTE Local 17 Member Advantage Program (coming soon – stay tuned for details!).

**More FAQs on reverse...**

## **What happens if I decide to opt-out of membership?**

If you decide to opt-out of membership, we will respect your decision and will operate in complete compliance with the law. You will need to complete our opt-out process and then we will work with your employer to halt your dues payments. As a non-member, you will no longer be able to attend union meetings, vote on contracts or in union elections, run for a union leadership position, or have access to the discounts and benefits in the PTE Local 17 Member Advantage Program.

## **How do I opt out of union membership?**

If you are a current member and choose to opt-out of membership, please call 1-800-783-0017. Our staff will ensure that a membership unenrollment form is sent to you via email or snail mail at your current address. Once you complete the form and scan/email or mail it back to our office, we will work with your employer to immediately halt your dues payment.

## **What can I do to help Local 17 stay strong?**

Thanks for asking! We think the best way to spread the word about the value of the union is for co-workers to share their stories with each other! If you hear people in your workplaces talking about opting out, tell them about how the union has helped you, or what you value about being a Local 17 member. *Did you get extra vacation days or a cost of living adjustment in your last contract that helped you enjoy life a bit more? Did you benefit from having good health insurance, or paid sick or parental leave? Did your kid win one of the Local 17 scholarships? Did Local 17 donate to your local food bank?* Local 17 aims to support not only members, but their families, and our communities – a court case will never change that goal.

**If you have additional questions about *Janus*, please contact your Union Representative, or call the Local 17 office and we will be happy to help you. You can also find additional information on our website.**

**1-800-783-0017**  
**[pte17.org/janus](http://pte17.org/janus)**