

Fair Share is Fair for All

1

The current Fair Share system is a good compromise and common sense. Right now, no one is forced to join a union. But our union is legally required to represent us, even those who decide not to join the union. Educators who don't want to belong to a union only have to contribute to the costs of the representation they receive. Every educator who benefits from the union's representation should contribute to the costs.

2

Under the current system, we have total freedom to choose whether or not to join the union. Even when the majority votes to have the union, those who don't want to join don't have to, they just pay a reduced Fair Share fee to cover the cost of bargaining and representation that the union is legally required to provide.

3

Many of our schools have faced serious funding cuts. We've seen it in the resources available to our students and we have felt it in our paychecks. All over the country, they are cutting funding for arts and PE, up-to-date textbooks, recess, and class sizes that allow for one-on-one instruction. If our union is weakened, it will be harder for us to stand together to negotiate good wages and benefits. It will be harder for us to fight for the things our students need. And if we cannot stand together, it will be easier for administrators to make harsh cuts that are bad for our students and our families.

4

Some states have already made Fair Share fees illegal, and the result is lower wages and worse benefits. In states without full union rights, the average worker makes \$1,500 less per year, workers are much less likely to have health insurance.

5

This case isn't about what's good for us or our students. It's about making it harder for working people to get ahead, making it harder for us to stand together and fight for our students, our schools, our paychecks, and our benefits.



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