

The Legislature's Dirty Dozen

They are the "1%"

Twelve Ways the Michigan Legislature is Destroying Public Employees' Rights

We are the 99%



## What are the Dirty Dozen?

- #1— Privatization
- #2—Mandated Wage Cuts
- #3—Union's Right to Bargain
- #4—Right To Work
- #5—Public School Funding
- #6—Union's Ability to Represent You



- #7—Union Member Communication
- #8—Healthcare
- #9—Collective Bargaining
- #10— Retirement
- #11—Union Public Protesting
- #12— Emergency Manager



## #1- The Privatization of Public School Employment

- HB 4306—This would privatize the work done by non-instructional public school employees
  - “A school district. . . shall enter into 1 or more contracts for the provision of food service, custodial, and transportation services. . .”



## Who will this effect?

- All Public School Non-Instructional Staff:
  - Food Service Workers
  - Custodial Staff
  - Transportation Workers



## What does this mean to you?

- Loss of Your jobs
- Cuts to Wages/Loss of Your Healthcare
- Loss of Your Union's Representation which will then make you an at-will employee
- What do you think?



## #2—Mandated Wage Cuts

- SJR-B— This proposes a 5% decrease in wages for ALL Public Employees
  - “Public Servants of this State and units of local government”
    - “public servant”— An individual who receives a salary or hourly pay for services from this STATE or any unit of local government (SLGs), including public schools and institutions of higher education. . .
- HR-10—This would freeze all STATE employee compensation, including wages, for the next three years



## Who will this effect?

- The wage decrease would effect State Employees and School and Local Government Employees (SJR-B)
- The wage freeze would effect **STATE** Employees (HR-10)



## How will this effect you?

- For the wage decrease, less money in your paycheck means less money that you get to take home.
- Example—
  - Assume you are making 30,000 a year.
    - For the wage decrease alone you would lose 1,500
      - You would then only be bringing home 28,500
- For the state workers, if compensation is frozen and the cost of living continues to rise, this means less expendable income.
  - Sounds like a wage cut to me...



## #3—Pressure on the Union's Right to Bargain

- HB 4152 (Public Act No. 54)— This Public Act mandates that when a collective bargaining agreement expires, Your wages are frozen AND You must pay for the increased cost of Your healthcare until a new agreement can be reached.



## Who does this effect?

- **ALL** Public Sector Employees once Your collective bargaining agreement expires.
  - Legislation says “public employer”



## How will this effect you?

- This will disadvantage the Union when collective bargaining is going on.
- It penalizes the Union for trying to negotiate a better deal for you.
  - After the Collective Bargaining Agreement has expired
    - Your wages will be frozen
    - You will be responsible for paying the increased cost of Your healthcare benefits
      - Your employer can take this amount before You get Your paycheck
- Does this change our bargaining strategies?  
How?



## #4— “Right to Work”

- SB 729—If the Union represents 10,000 or more school employees, then employees would no longer have to pay a union service fee.
  - “A public employer shall not do any of the following:”
    - “If the public employer is a public school employer. . . require. . . that all employees in the bargaining unit pay a service fee. . .”
- SB 0120, SB 0116, HB 4054—This legislation would allow for the creation of right to work zones in:
  - A city
  - A Township
  - A village



## What does this mean?

- “Right-to-Work” zones would make union agreements unenforceable
  - People represented by the Union won’t have to pay dues
    - “Free Loaders”— Will get the benefit of representation, but because they don’t have to pay, they will sap the Union of its bargaining power by starving its finances
- Right to Work destroys the Union, leaving You with the Right to Work For Less



## How will this effect you?

- You will lose Your Union
- If You lose Your Union, there will be no negotiations for:
  - Wages
  - Benefits
  - Healthcare
  - Protection
- Anything that the Union has bargained for on Your behalf



## #5—Attacking Public School Funding

- HB 4019— This has removed the limit on the amount of charter schools in Michigan



## What does this mean to you?

- Before, there could only be a maximum of 150 charter schools in the state of Michigan.
- Now there is no limit.



## How will this effect you?

- Public schools receive approximately \$7,000+ per child
  - The already under funded public schools will continue to lose \$7,000+ for every child that attends a charter school
    - Fewer funds means:
      - Wage Cuts
      - Job Cuts
- The Downward Spiral and Destruction of the Public Education System in America and Your standard of living



## #6—Attacking The Union's Ability to Represent You

- HB 4929, SB 636, HB 4588— Public Schools would no longer be able to deduct union membership dues.
- HB 5025—This would require the Union to receive annual written consent to collect dues.



## What does this mean to you?

- Every *public school employee* Union would have to collect dues from each member personally every month. (HB 4929, SB 636, HB 4588)
- Every *public employee* would have to provide written consent to the Union every single year to have their dues taken out. (HB 5025)



## How will this effect you?

- Question: Do You think that dues can be effectively administered without payroll deductions?
  - What do You think?
- If people miss paying dues, it will financially strangle the Union.
- If the Union can't collect financially, it won't be able to represent You and the 1% will win again.



## #7—Preventing the Union from Communicating with its Members

- HB 4052—This would stop public employees or Unions from using public facilities to meet and confer.
- HB 4059—This would keep Union members or officers from being compensated for Union work. (Negotiated Union Leave Time)
  - This applies to “the public employer”



## What does this mean to you?

- The Union would no longer be able to use:
  - Publicly owned property
  - Facilities
  - Services (including email)
- The Union won't be able to use employer facilities for:
  - Political Activities
  - Political Fundraising
  - Campaigning for Office of the Union
  - Organizing Activities
    - Can use on the same terms as the general public



## How will this effect you?

- If the Union is unable to communicate with you, it severely limits all Union functions and representation.
- If the Union can't utilize negotiated leave time, what do you think will happen?
- How else will this impact you?



## #8- Healthcare

- **HB 4140**—This would take away the ability to collectively bargain for any type of healthcare plan. You will be required to take a plan that has been mandated by the legislature.
  - Applies to State and SLGs
- **HB 4770 and HB 4771 (Public Act No. 297)**—A public employer can no longer provide any medical benefits or fringe benefits to domestic partners.
  - This does not apply to Universities and State Employees
- **HB 4622, HB 4172, HB 4572, SB 7(Public Act No. 152)**—This piece of legislation places a monetary cap or a percentage cap on the amount public employers are allowed to pay for a public employee’s healthcare plan.
  - Applies to State and School and Local Government Employees



## What does this mean to you?

- The legislature has dictated how much you will pay for healthcare. . . without addressing any way to “fix” healthcare.
- Health insurance has always been a negotiated the employer and the Union. The legislature is trying to take this away.



## How will this effect you?

- You will be paying more for health benefits
- You will no longer be able to have the health benefits You've earned cover Your partner
- Public employers have been limited in the amount they can pay for benefits (unless their governing body votes otherwise)
  - The State and School Districts do not have the ability to opt-out of the caps



## #9—Collective Bargaining

- HB 4621—Prohibits Public School Employers from bargaining over healthcare
- SB 345—Prohibits bargaining over teacher “staffing” decisions.
- HB 4771— Prohibits bargaining over domestic partner benefits
- HB 4551—Prohibits bargaining wage increases for teachers who do not meet a certain achievement level



## What does this mean to You?

- The legislature is trying to strip the Union of its ability to bargain for You.
- This allows the employer to shrink the bargaining table since traditional subjects of bargaining would be made prohibited subjects of bargaining.
- The teachers are taking a hard hit on what topics the Unions can negotiate for them.
  - Layoff
  - Recall
  - Wages



## How will this effect you?

- It's already clear the legislature is chipping away at what Your Union can bargain for.
- Once they strip the MEA and AFT of their ability to negotiate wages or seniority, what's going to keep them from doing the same to You?
- Think carefully on how this will effect you. . .



## #10—Retirement

- Public Act No. 264—This legislation forces You to choose between a 401(k) to pay for Your future healthcare benefits or to pay 4% of Your income for Your future healthcare benefits.
  - This legislation is targeted at State Employees



## What does this mean to you?

- In order to avoid having a 4% deduction from Your paycheck, You will be required to give up Your pension for a 401(k)
- OR
- You have the option to pay more for Your pension



## How will this effect you?

- Paying more for the same benefits will lead to less money in Your pocket
  - This sounds like a wage cut to me...
- Putting money into a 401(k) is asking You to gamble with Your money on the stock market.
  - Does anyone remember what happened in 2007-2008 with the Wall Street 1%?
  - What is going to happen when Your 401(k) account runs out of money?
- “Well. . . I am sure the 1% will step up to help us out.”



## #11—Your Ability to Publicly Protest

- HB 5024 and SB 704—This legislation would make it easier to stop You from picketing and would impose fines on those who continued to picket after being told to stop.



## What does this mean to you?

- This legislation makes it easier for the employer to get an injunction (stop You from picketing by getting a court order).
- If You, the individual, continue to picket after being told to stop, You will be fined \$1,000 a day.
- If the picketing continues after an injunction is issued and the Union is sponsoring the protest, the Union will be fined \$10,000 a day.



## How will this effect you?

- This will severely limit Your ability to protest Your employer's actions.
  - The employer can get You to stop without showing the legal elements of an injunction
    - Likelihood of Success on the Merits
    - Likelihood of Irreparable Harm
    - The Balance of Harm
    - The Public's Interest
- The penalties for continuing to picket are so severe, no one will want to risk facing the fines.
- I guess silence really is golden, isn't it?



## #12—Emergency Manager (Dictator)

- HB 4246, SB 158, and HB 4214—All collective bargaining agreements are required to contain a provision that allows an emergency financial manager to reject, modify, or terminate a collective bargaining agreement.



## What does this mean to you?

- All collective bargaining agreements between the Union and the employer are subject to the scrutiny of an emergency financial manager who has been appointed by Gov. Rick Snyder and our good friend Democrat Andy Dillon.



## How will this effect you?

- This takes away Your freedom to create a collective bargaining agreement and Your right to protect Yourself and Your family.
- One person will have the ability to take away Your Union's bargaining power and Your voice.
- What do you think about this?



## What can you do?



