

[MEMBER LABEL]

 Reclaiming the
P**romise**

MEMBERSHIP DRIVE

MASSACHUSETTS LIBRARY STAFF ASSOCIATION
LOCAL 4928

APRIL 13, 2018 – MAY 14, 2018



RETURN YOUR COMPLETED MEMBERSHIP APPLICATION TO

[RETURN LABEL]

MASSACHUSETTS LIBRARY STAFF ASSOCIATION

LOCAL 4928



Dear Member of Local 4928,

It's time to reclaim the promise of quality public services for strong communities - not as they were in the past, but as they can be - to fulfill our collective obligation to advance the public good.¹

Reclaiming the promise is about fighting for high-quality public services that support and keep communities safe, healthy, and vibrant.²

Reclaiming the promise is about ensuring that communities' tax dollars are properly invested back in their community and the resources are used responsibly and safely.³

Reclaiming the promise is about making sure that public employees are well-prepared and supported to provide their communities the quality service they deserve.⁴

Reclaiming the promise is about public libraries that are clean, safe, welcoming places that serve as centers of learning in our communities.

By uniting our voices we can reclaim the promise.⁵

But the promise is under attack by those who demand and pursue austerity, polarization, privatization and de-professionalization.⁶ [Janus vs. AFSCME, a case now before the US Supreme Court, is just the latest in this series of attacks.](#) It's about Freedom! This case is about wealthy corporations and right-wing politicians trying to eliminate our freedom to join together as a Union to create better lives for ourselves and our families.

The Massachusetts Library Staff Association is a union of 500+ Library Professionals, Paraprofessionals, and support staff committed to the promise of quality public service for all residents in our communities. We are a "Union of Professionals", and we are committed to each other!

To achieve our promise, we need your help. We can neutralize [Janus vs. AFSCME](#) by coming together as a Union, but it all starts with you! Help us Reclaim the Promise! Our Membership Drive is on-going. *We need for all our members to complete and sign a revised Membership Application (attached to this letter). This is how we defeat the right-wing agenda of [Janus vs AFSCME](#).* Please fill-out all the requested information, and return the completed/signed Membership Application to your Chapter Chairperson. Let's make this happen!

In Solidarity,

Patricia Kelly, President

Massachusetts Library Staff Association

PO Box 471058

BROOKLINE, MASSACHUSETTS 02447

[MLSA.MA.AFT.ORG](https://mlsa.ma.aft.org)

MEMBERSHIP APPLICATION
MASSACHUSETTS LIBRARY STAFF ASSOCIATION
LOCAL 4928



(PLEASE PRINT)

FIRST NAME: _____ LAST NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP CODE: _____

CELL PHONE: _____

PERSONAL (NON-WORK) E-MAIL: _____

LIBRARY: _____

EMPLOYMENT STATUS: (CHECK ONE) FULL TIME PART TIME (LESS THAN 20 HOURS/WEEK)

MEMBERSHIP APPLICATION AND AUTHORIZATION FOR DUES DEDUCTION

- I hereby request and accept membership in Massachusetts Library Staff Association (MLSA), Local 4928 and I agree to abide by its Constitution and Bylaws. I authorize the union and its successor or assignee to act as my exclusive bargaining representative for purposes of collective bargaining with respect to wages, hours and other terms and conditions of employment with my employer.
- Effective immediately, I hereby authorize and direct my Employer to deduct from my pay each pay period and transmit to Massachusetts Library Staff Association (MLSA), Local 4928 membership dues in the amount established or revised by Massachusetts Library Staff Association (MLSA), Local 4928 in accordance with the Massachusetts Library Staff Association (MLSA), Local 4928 Constitution and By-Laws. There shall be no change in the amount of dues deducted without 60 days prior notice to me by Massachusetts Library Staff Association (MLSA), Local 4928. If for any reason my Employer fails to make a deduction, I authorize the Employer to make such deduction in the subsequent payroll period.

I recognize that my authorization of dues deduction, and continuation of such authorization from one year to the next, is voluntary and not a condition of my employment.

In order to comply with the Internal Revenue Service ruling, be advised that your membership dues are not deductible for federal income tax purposes. However, they may be deductible as ordinary and necessary business expenses.

SIGNATURE: _____ DATE: _____

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A Union of Professionals

WHAT YOU NEED TO KNOW ABOUT THE LATEST SUPREME COURT CASE ATTACKING WORKING PEOPLE

WHAT IS THE *JANUS V. AFSCME* CASE?

The U.S. Supreme Court has agreed to hear a case called *Janus v. American Federation of State, County and Municipal Employees, Council 31* that is being pushed by wealthy corporations and right-wing politicians to eliminate our freedom to come together in unions to create a better life.

For years, wealthy interests have sought to make dishonestly named “right-to-work” legislation the law of the land, and that’s what the *Janus* case would do. These laws are already in place in 24 states, tilting the power balance toward employers and weakening workers’ freedom to join together to secure better wages, working conditions and benefits.

Belonging to a union helps working people gain the freedom to prosper. This freedom comes not only from making a good living, but also from work-life balance, the ability to take a loved one to the doctor or attend a parent-teacher conference without fear of losing your job, and the ability—after a lifetime of work—to retire with dignity.

Many corporations, wealthy interests and the politicians in their corner want those freedoms for themselves but not for their employees or people in public service like librarians, teachers or healthcare workers. These anti-union forces have rewritten the economic and political rules to amass more wealth for themselves and secure as much influence as money can buy. They know that there is power in numbers, so they have plotted ways to gut union membership.

WHAT DO THEY WANT THE SUPREME COURT TO DO?

Those behind the *Janus* case want the court to overrule decades of precedent enabling public sector unions to charge a fair-share fee to nonmembers for the representation the unions provide. The goal is to cripple labor unions, weaken workers’ rights, and further exacerbate the imbalance of power in our economic, political and social systems. That’s why those behind *Janus* requested the Supreme Court to review the case right after the confirmation of Justice Neil Gorsuch, who has a record of siding with corporate interests against working people.

WHO IS BEHIND THIS CASE?

The National Right to Work Committee is part of a network funded by corporate billionaires to use the courts to rig the rules against everyday working people. For decades, the corporate CEOs and billionaires funding this case have used their massive fortunes to pay politicians and corporate lobbyists to chip away at the freedoms people in unions have won for every single one of us. And now they want the highest court in the land to take away our freedom to come together to protect things our families need: a living wage, retirement



A Union of Professionals

security, health benefits, the ability to care for loved ones and more.

Janus is just one of the attacks on working people. *The Guardian* recently reported on a network of right-wing think tanks and funders plotting an \$80 million campaign in nearly every state to “defund and defang unions” because they know strong unions are the only thing standing between them and total control of our economy and democracy.

WHERE DID THIS CASE COME FROM?

This case originated from a political scheme by billionaire Bruce Rauner, governor of Illinois, to take away the freedom and opportunity of working people to join together in strong unions so that he could advance an agenda benefiting corporations and the wealthy. Rauner launched a political attack on public service workers immediately after taking office, filing a lawsuit on his own behalf to bar the collection of fair-share fees by public service unions. A federal judge ruled that Rauner could not bring this action because he was not himself an employee paying fair-share fees. But the legal arms of the National Right to Work Committee and the Liberty Justice Center were able to carry the case forward by planting plaintiffs as stand-ins for Rauner in the federal lawsuit. The district court dismissed the case, based on long-standing precedent. The plaintiffs asked the lower court to fast-track their appeal and rule against them in order to more quickly get the case before the U.S. Supreme Court.

WHAT ARE FAIR-SHARE FEES, AND WHY ARE THEY IMPORTANT?

Unions work because we all pay our fair share, and we all benefit from what we negotiate together. Public sector unions charge a fair-share fee to nonmembers for the representation the unions provide. No one is forced to join a union, and no one is forced to pay any fees that go to politics or political candidates. That is already the law of the land. Nothing in this case will change that. This case is about taking away the freedom of working people to come together, speak up for each other, and build a better life for themselves and their families.

WHAT DO WE DO ABOUT JANUS?

With so much at stake, we cannot let the anti-union forces weaken our union through the cynical ploy of *Janus*. We are working to help our members talk with one another about the value of belonging to our union. Speaking up for ourselves, for our patrons, and for our community is at the core of who we are. *Janus* will not change that, but we cannot let ourselves be silenced.

Working people form unions. We form unions so we can earn a good living while also having a life outside work. We form unions to ensure our voices are heard. We speak up for all public services by fighting privatization of these services. We speak up for our patrons—when we fight for more funding for books and equipment, and libraries that are safe and welcoming environments. And we speak up for the needs of the communities we serve—by pushing childhood literacy initiatives and by promoting access to voting and healthcare. This is the story we need to be telling.