



Public Schools, Public Service

June 27, 2018

Deborah Arkinson
ROCKY BOY CLASSIFIED EMPLOYEES ASSOCIATION
81 Mission Taylor Rd
Box Elder MT 59521

Dear Deborah,

Today, the United States Supreme Court issued its decision in the case of *Janus V. AFSCME*. This case questioned the constitutionality of agency or representation fees that public employee unions and public employers have negotiated into bargaining agreements in Montana and other states for over 40 years. Throwing out four decades of federal and state law, as well as numerous court precedents, the court decided today that representation fees charged by unions to non-members violate 1st amendment protections and therefore must cease immediately.

While MEA-MFT strongly disagrees with the court's narrowly approved decision (decided on a 5-4 vote with strong opposition from dissenting justices), the ruling in *Janus V. AFSCME* is now the law of the land. Therefore, agency or representation fee payments taken from public employer payrolls for **non-member agency fee payers** must cease immediately. There will be no grace period and failure to abide by the court's decision immediately may potentially result in civil liability for both the employer and union.

MEA-MFT is providing this notice, as well as the attached list of non-member agency fee payers to you, so that you can immediately cancel payroll deductions for union fees **for the individual agency fee payers listed in the attached report.**

Please note that fee deductions should be stopped ONLY for non-member, agency fee payers listed in the attached report. The court's decision does not impact union MEMBERS in any way and membership dues MUST continue to be deducted as in the past for all union members.

If you have questions about any of the issues in this notice, please contact our office at 1-800-398-0826.

We appreciate your attention to this notice and your efforts to immediately stop agency fee deductions for the individuals listed on the attached report.

Sincerely,

Erik Burke
Executive Director

cc: Local Bargaining Unit President
Local Bargaining Unit Treasurer

- Public Schools ■ Higher Education
- State & County Employees
- Head Start ■ Health Care

Working for Montana's Future

1232 East Sixth Ave., Helena, MT 59601 ■

TEL 406/442-4250 or 800/398-0826 FAX 406/443-5081 www.mea-mft.org



Public Schools, Public Service

Please remove the following agency fee payers from union roster and cease any and all payroll deductions for these individuals for union purposes:

AQUINO, AARON M

- Public Schools ■ Higher Education
- State & County Employees
- Head Start ■ Health Care

Working for Montana's Future

1232 East Sixth Ave., Helena, MT 59601 ■

TEL 406/442-4250 or 800/398-0826 FAX 406/443-5081 www.mea-mft.org