

Dear representatives of the Illinois Nurses Association, SEIU Local 73, and IFT (re UIC United Faculty and GEO),

I am not going to repeat all that we have previously communicated in the many pre and post *Janus* in-person meetings, telephone conferences and emails about the University position on the *Janus* decision and requirements, including those ongoing conversations you have had with the University administration labor representatives assigned to your respective contracts.

Simply, the University intends to fully comply with its legal and contractual requirements. In accordance with the *Janus* decision, it has stopped collecting fair share, but will continue to comply with dues deductions and other applicable collective bargaining agreement provisions and legal obligations. Although *Janus* holds that deducting fair share is unconstitutional and contract language providing for those deductions is now void under the CBAs' savings clauses, it does not invalidate our obligation under the dues deduction provisions which generally state that dues will be withheld "upon receipt of a written and signed authorization card of an employee..." The University continues to follow this existing CBA dues deduction language and related practices relying on receipt of signed valid authorization cards.

We understand the potential financial hardship on your respective organizations--we see the decline in revenue from the areas in which union support/membership is low--now that the University cannot withhold money for the union from all bargaining unit employees but only those for whom we have a valid signed authorization card. However, we may have to disagree with some of the legal and factual positions in your letter and definitely denounce any unprofessional tactics communicating such. For instance, we disagree with your legal position that it is improper for us to honor a written union membership revocation submitted by a University employee. In fact, we believe the law requires us to do so. We also disagree with the tactics, including disrupting work operations at the Westside Research Office Building holding a rally with approximately 20 people in the office workspace "to deliver" the letter, blocking UI Health offices from operations, lying to staff stating that you had a scheduled meeting, claiming that the University is stealing the unions' money, stating that University administrators are incompetent and characterizing the implementation of *Janus* compliance as an "act of war."

As we have discussed in several of our meetings, there are many shared interests in smoothly implementing the *Janus* requirements. Although we appreciate that you have the right to threaten and file legal claims over this matter (both of which you have done), we hope to continue the process of *Janus* compliance as cooperatively as possible. It is very important to reiterate that it is most effective for you to continue to address matters regarding this issue to the University administration labor representative assigned to your respective agreements: Heather Horn for UIC United Faculty TS and NTS and GEO contracts; Andrew Slobodien for the nursing and SEIU Local 73 contracts; and, Keino Robinson for the LPN negotiations.

Sincerely, Tom

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