

Dear Mr. Riley,

We are writing on behalf of the Illinois Nurses Association, UIC United Faculty, SEIU Local 73, and UIC GEO. We wish to clarify the inaccuracies in your last message to us, and to get further information from you.

First, while you state that "the University intends to fully comply with its legal and contractual requirements," the University has already failed to do so. Despite being in receipt of written and signed union authorization cards, which authorize payroll deductions, from all of our unions, the University did not deduct dues, or their equivalent payroll deductions, and did not remit such dues, or their equivalent payroll deductions, to our unions in the month of July for numerous employees who had signed such payroll deduction authorizations. This is a clear violation of our respective CBAs, and to date, the University has offered no remedy.

As you should be aware, Illinois Attorney General Lisa Madigan issued guidance on the *Janus* decision on July 20, stating in part: "The *Janus* decision does not impact collection of union dues from union members or any preexisting arrangements regarding these dues. Employee union members' existing choices as to membership cards, payroll deductions, and other agreements must be honored." By failing to deduct and remit dues from card-signed union members, the University is also acting in contravention to AG Madigan's guidance.

Second, when you say "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," this contradicts University HR's [own policy](#), where it states:

"If an employee whose position remains under the jurisdiction of the collective bargaining agreement elects to no longer remain a union member, contacts the Union to make any arrangements for revocation. The Union completes the form to revoke membership and forwards it to Payroll Services."

When you say the law requires the employer to process a union membership revocation without going through the union, what do you mean by "membership revocation?" Are you saying the employer gets to make decisions regarding membership of our unions? If you are referring to payroll deduction revocation forms, we disagree that these are in fact "membership revocations." If you refer to something else, please explain what, and please explain which law(s) you are referencing. Moreover, isn't your position irreconcilable with HR's own policy?

Third, when you say you disagree with our 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," are you saying the University does not agree with our legally protected right to engage in concerted activity?

As AG Madigan's guidance from July 20 states, "The *Janus* decision also has no effect on the existing collective action rights of public and educational employees in Illinois. Just as prior to the decision, after Janus Illinois law continues to protect the rights of public employees to:

- Self-organize;
- Form, join, or assist any labor organization;
- Bargain collectively through representatives of their own choosing; and
- Engage in other concerted activities."

Fourth, we disagree with your description of what took place in the WROB on July 24. As you were not present, we have a better understanding of what occurred. We did not "block UI Health offices from operations" and we did not "lie to staff" saying we had a scheduled meeting. When asked if we had a scheduled meeting, we said no.

Our unions continue to insist that the University comply with our respective CBAs, and with state and federal law, and to comply with our demands.

Sincerely,

Jeff Schuhrke and Anne Kirkner
Co-Presidents, UIC GEO

Janet Smith
President, UIC United Faculty

Doris Carroll and Paul Pater
Co-Chief Stewards, INA

Membership
SEIU Local 73