



Feel the Power

10 Step *Janus* Fair Share Action Plan

1. Audit your Local so you know the percent/number of fair share payers versus dues-paying members. Convert the fair-share payers to dues-paying members.
2. Do Some Housekeeping. Make sure your Local and your Employer both have a membership card on file for each member.
3. Review Your Collective Bargaining Agreement and *Hudson* notice. Identify language and clauses that might be affected by the *Janus* decision, including a severability clause or language about a member's right/timeframe to resign membership, as well as access to New Employee Orientations (NEOs).
4. Take advantage of LIUNA Resources. The LIUNA Communications and Internal Organizing Toolkits for Public Employee Locals, the Public Employee Internal Organizing Guide, and other resources are available at: <http://www.liuna.org/documents-and-resources>.
5. Educate your members about *Janus*. Our opponents are out to weaken our union and if they are successful, we will lose members, strength, and power. Empower members with facts, truth, and talking points.
6. Organize. Organize. Organize. Review your member mobilization efforts in the past year. Convert Fair Share members. Identify job site leaders. Recruit new stewards. Provide service and representation to all members. Talk up the Union at every opportunity.
7. Talk with your Employers. Educate them on the potential changes and counsel them on their response to the decision. Encourage allies to work with you to preserve your working relationship.
8. Prepare for the worst. Don't wait for the decision. Act now to minimize any negative effects of *Janus*. View this decision as a call to action now!
9. Budget for loss. The decision may result in loss of membership, which will mean a loss of dues, operating budget, resources, and maybe staff.
10. Consult your local legal counsel. Determine the extent of any negative ruling and how changes will be implemented.