



Foundation *Action*

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Professors Launch Landmark SCOTUS Bid to End Forced Union Association

NY law unconstitutionally forces professors under “representation” of anti-Semitic union

WASHINGTON, DC – Avraham Goldstein, a mathematics professor at the City University of New York (CUNY), wrote in a 2022 *Wall Street Journal* op-ed about the predicament that he and many of his Jewish colleagues face because New York law forces them under the “representation” of an anti-Israel union: “I had paid thousands of dollars in union dues for workplace representation, not for political statements or attacks on my beliefs and identity. I decided to resign my union membership and naively thought I could leave the union and its politics behind for good . . . I was wrong.”

It was this situation that led Avraham Goldstein, along with fellow professors Michael Goldstein, Frimette Kass-Shraibman, Mitchell Langbert, Jeffrey Lax, and Maria Pagano, to file a federal lawsuit against the Professional Staff Congress (PSC) union, CUNY, and State of New York officials in 2022. That lawsuit challenged New York State’s “Taylor Law,” which grants union bosses monopoly bargaining power in the public sector. Such power permits union bosses to speak and contract for public workers -- including those that want nothing to do with the union.

Professors’ Petition: First Amendment Protects Union Dissenters

Staff attorneys from the National Right to Work Foundation and The Fairness Center have litigated



Together, (from left) Foundation Legal Director William Messenger, Fairness Center General Counsel Nathan McGrath, and CUNY Professors Mitchell Langbert and Avraham Goldstein seek to establish new protections against forced union association.

the professors’ case up through the federal court system. Now they’re asking the U.S. Supreme Court to take their case and clarify that the First Amendment forbids union officials from foisting their voice and values on public sector workers who oppose the union.

“The core issue in this case is straightforward: can the government force Jewish professors to accept the representation of an advocacy group they rightly consider to be anti-Semitic? The answer plainly should be ‘no,’” the petition begins.

The High Court has recognized for decades how public sector monopoly bargaining burdens workers’ First Amendment freedom of association rights. In 1944, the Supreme Court’s decision in *Steele v. Louisville & Nashville Railway Co.* recognized how rail union bosses

were manipulating their powers over the workplace to discriminate against African-American railway workers. The Supreme Court restated its concerns most recently in the 2018 Foundation-won *Janus v. AFSCME* decision, with the majority calling monopoly bargaining “a significant impingement on associational freedoms.”

Original Complaint Detailed Union Bosses’ Discrimination

The professors’ original complaint, filed in the U.S. District Court for the Southern District of New York, recounted that several of the professors chose to dissociate from PSC based on a host of discriminatory actions perpetrated by union agents and adherents -- including a June 2021 union resolution that the professors viewed

See ‘Professors Take Aim’ page 7

IN THIS ISSUE

- 2 Chicago 911 Operator Successfully Defends *Janus* Rights Against IBEW
- 3 Post-Right to Work Repeal, MI Workers Vote to Cancel Union Bosses’ Forced-Dues Power
- 4 Mark Mix in *The Center Square*: Escaping the UAW “Roach Motel”
- 5 Foundation Exposes Union Boss Coercion & Discrimination Before Congress
- 6 Flight Attendant Defends Win Against Union, Southwest, for Illegal Firing

Chicago 911 Operator Successfully Defends *Janus* Rights Against IBEW Forced Dues

Six years after Janus, union bosses still violating workers' First Amendment rights, but workers fight back

CHICAGO, IL – “I decided to leave [International Brotherhood of Electrical Workers (IBEW)] 21 because for some time now I believed that IBEW 21 was not acting in the best interest of its members. Be it a new job title that senior employees were deliberately misinformed about, to breach of contract on my employer's part, to having to navigate the police and court alone after being threatened at work, IBEW 21 was either ineffective or absent.”

This is how Rhonda Younkins, a City of Chicago 911 operator, described the so-called “representation” she and her colleagues were getting from IBEW 21 union bosses. With free legal aid from the National Right to Work Foundation, Younkins in June was able to force IBEW Local 21 officials to return unlawfully deducted dues and cease future payroll deductions.

IBEW Bosses Backed Off Anti-*Janus* Demands After Foundation Involvement

Younkins was defending her rights under the landmark Foundation-won *Janus v. AFSCME* Supreme Court decision. In *Janus*, the justices ruled that the First Amendment forbids union bosses from forcing public sector workers to join or pay dues to a union as a condition of



Hundreds of thousands of American public sector workers felt the impact of the Foundation-won Janus decision almost immediately after the Supreme Court decided it in June 2018, and its legacy has only continued to grow.

employment. The Justices further clarified that union officials could only take dues from a worker's paycheck after receiving their clear and affirmative consent.

Younkins repeatedly tried to end dues payments to the IBEW 21 union, but union officials either ignored her requests or tried to foist other demands on her. After many unsuccessful attempts, Younkins sought free legal aid from Foundation staff attorneys, who filed charges against the IBEW union at the Illinois Labor Relations Board (ILRB).

IBEW 21 union officials eventually backed down, ceased dues collections, and issued refunds of

past illegally seized dues.

Janus Impact Still Growing

While Younkins' reasons for defunding IBEW union bosses are unique to her job and experience, she's certainly not alone in using *Janus* to break free from union bosses' influence. After *Janus* was issued in 2018, an estimated 450,000 public employees immediately stopped payment to unions, and in the six years since then, Foundation-backed litigation has helped defend the rights of tens of thousands of other government employees.

“We at the Foundation are encouraged at the strides workers have made since our *Janus* victory at the Supreme Court,” commented National Right to Work Foundation Vice President Patrick Semmens. “But the fight is far from over. As cases like Ms. Younkins' show, union bosses still stonewall public workers when they try to exercise their First Amendment *Janus* freedoms, and private sector workers don't yet enjoy similar protections.

“Foundation staff attorneys will keep fighting for a future where all American workers' right to freely associate or dissociate with a union is fully protected,” Semmens added. ✚

Foundation Action

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Post-Right to Work Repeal, MI Workers Vote to Cancel Union Bosses' Forced-Dues Power

With Foundation aid, workers are fighting forced unionism through “deauthorization votes”

MICHIGAN – As Big Labor’s pet politicians in the Michigan legislature prepared to repeal the state’s Right to Work law in 2023, Michiganders spoke out: Polling data revealed that a majority of Great Lakes State voters -- including over 70% of those from union households -- wanted to leave the law in place. Because Michigan’s Right to Work law protected workers’ right to freely choose whether union bosses had earned their dues money and served as a boon to Michigan’s economy, such broad support was unsurprising.

Since the party-line vote repealing the popular law took effect this February, Michigan workers are speaking out again.

So far in 2024, National Right to Work Foundation staff attorneys have already filed double the amount of cases than the prior year for Michigan workers, many of whom are pushing back against union officials’ new powers to force workers to pay dues as a condition of keeping a job. And this July, two sets of workers from across the state successfully voted to strip union bosses of their forced-dues powers in a process known as a “deauthorization election.”

Workers Across Industries Band Together Against Pay-Up-or-Be-Fired Demands

Mechanics from Brown Motors (a Ford, Chrysler, Dodge, and Jeep dealer) in Petoskey and drivers from MV Transportation (a transportation contractor) in Ypsilanti voted by well over 70% to strip forced-dues powers from Teamsters and Amalgamated Transit Union (ATU) bosses respectively after successfully petitioning for such votes with Foundation aid.

National Labor Relations Board (NLRB) rules require that at least 30% of a work unit sign onto an employee petition to trigger a deauthorization election. The only ways that workers in non-Right to Work states can end



From Forced Dues to Freedom: Robert Gray and his coworkers at MV Transportation are part of a growing movement by Michigan workers to attack union boss privileges in the wake of the repeal of Right to Work.

union bosses’ forced-dues powers are by either voting as a majority against forced dues in such an election (as the Brown Motors and MV Transportation employees have done), or by voting to remove the union entirely in a “decertification election.”

MI Workers Catch Union Bosses Red-Handed Violating Federal Law

Despite these encouraging efforts, it’s clear that the Right to Work repeal has emboldened Michigan union officials to play fast and loose with workers’ rights. But workers across the Great Lakes State are stepping up to defend their freedom with the benefit of Foundation legal expertise.

Other ongoing Foundation cases for Michigan workers include an NLRB case for Detroit-area Kroger employee Roger Cornett. Cornett faced post-repeal threats from his employer that he would be terminated if he did not sign a United Food and Commercial Workers (UFCW) membership form that included a page authorizing

payments to the union’s Political Action Committee (PAC). Similarly, Foundation attorneys filed multiple federal charges for Grand Rapids-area General Electric (GE) worker Richard Howard, whom United Auto Workers (UAW) bosses had fired after he refused to join and pay full union dues, including dues for political expenses.

Both forced union membership and forced contributions to a union’s political activities are illegal even in a non-Right to Work environment under longstanding federal law and the Foundation-won *Communications Workers of America v. Beck* Supreme Court decision.

Foundation attorneys also recently filed federal charges for Madrina Wells and Lynette Doyle, two nurses at Ascension Genesys Hospital near Flint, MI. The charges maintain that Teamsters union officials threatened to fire them and other nurses if they didn’t sign forms authorizing union officials to deduct dues straight out of their paychecks. Requiring workers to give union bosses direct access to their paychecks is another common union boss scheme forbidden by federal law.

“Despite the fact that an overwhelming majority of Michiganders wanted Right to Work to remain in place, Michigan politicians repealed it on a party-line vote to appease the union boss puppeteers that fund their campaigns,” commented National Right to Work Foundation Vice President and Legal Director William Messenger. “Within just months of the repeal becoming effective, workers from all corners of the state are fighting -- and winning -- battles to limit union bosses’ power, showing that Michigan workers are not going to take this attack on their individual rights sitting down.” 🗳️



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To inform Alabama Mercedes-Benz workers of their rights and the availability of free legal aid as United Auto Workers (UAW) union bosses targeted them with an aggressive unionization campaign, Foundation staff got this opinion piece from Mark Mix published in May. The workers ended up voting against installing the UAW at their workplace.

The Center Square

When Alabama workers fought for years to escape the UAW ‘Roach Motel’

May 16, 2024 | Mark Mix, *president of the National Right to Work Foundation*

Although the upcoming vote of Alabama Mercedes-Benz employees over whether or not to affiliate with officials from the Detroit-based United Autoworkers union has been billed as a historic first for the state, in fact it isn't.

Based in Hamilton, Ala., workers at NTN-Bower, which manufactures roller bearings used in vehicle wheels, were subject to UAW representation from 1976 until the workers kicked the union out in 2015 after a protracted legal fight.

In Hamilton, UAW bosses ordered a divisive, prolonged strike at the plant. When some employees decided to defy union orders and exercise their right to return to work despite the strike, they faced aggressive harassment from UAW partisans, including tacks dropped to flatten tires and even racial slurs.

“Someone had to stand up for families like mine who simply couldn't risk going on strike,” said Ginger Estes, who would go on to lead a petition to “decertify,” or remove, the UAW. “It didn't take me long to see firsthand how the UAW was putting the plant at risk.

“The union's leaders were willing to gamble with the livelihoods of hundreds of workers and were actively protecting lazy and incompetent employees who made the rest of us look bad.”

When workers began collecting decertification petitions at NTN-Bower, the harassment ramped up again.

Estes, whose husband and son also worked at the plant, took the threats personally. “During my signature-gathering process, I frequently had harassing phone calls made to my house and even had three of our family dogs die under mysterious circumstances.”

Eventually, Estes and her coworkers collected enough signatures to get the National Labor Relations Board to schedule a decertification election. However, workers soon found out that UAW officials weren't willing to accept the results when a majority voted to reject the union.

UAW lawyers got the NLRB to overturn the first election's result. When a rerun election occurred, a majority again voted against keeping the union, but UAW lawyers got that vote thrown out too. In a third election the UAW supposedly “won,” but that vote was disallowed due to obvious vote fraud, as more votes were cast than there were actual eligible voters.

In the fourth election, the UAW got the vote against them overturned. In the fifth and final vote, the largest

majority yet voted to remove the UAW. This time, with free representation from National Right to Work Foundation attorneys, UAW lawyers were unable to overturn the result.

It took multiple years and five votes for the Alabamians at NTN-Bower to finally overcome UAW tactics designed to disenfranchise them. In the process, they saw how union officials had mistreated workers who questioned the union.

Unfortunately, their story is hardly unique.

Take the recent case of employees at a Nissan North America, Inc. parts distribution center in Somerset, New Jersey. After the previous contract expired, workers expressed frustration with how UAW officials openly ignored their voice and treated rank-and-file workers with contempt.

“UAW union officials were far more concerned with hoarding power in the workplace than communicating with or listening to workers,” observed Nissan employee Michael Oliver, who led the effort to remove the UAW. “They kept us completely in the dark about contract negotiations and treated anyone in the workplace who opposed their agenda or questioned their leadership with a huge amount of arrogance, contempt and even intimidation.”

At the election held last month, 70% of workers voted to remove the union, but the vote almost didn't happen. UAW officials rushed to impose a contract, seemingly in an attempt to halt the decertification vote for years and/or influence its outcome.

Fortunately, the UAW's tactics failed. The Nissan workers saw the UAW contract and voted overwhelmingly to send union officials packing.

When workers contact the National Right to Work Foundation for legal assistance with decertification, they frequently report that union organizers told workers that “if you don't like the union, then you can always vote us out later.”

As experiences of workers at NTN-Bower and Nissan demonstrate, union officials often use underhanded legal tactics to disenfranchise the very workers they claim to “represent.”

That's why, following her multi-year battle with UAW bosses, Alabama NTN-Bower employee Ginger Estes concluded: “The UAW will make lots of promises to workers during its campaign that it's under no obligation to keep. But like a roach motel, once you check in to the UAW, it's difficult if not impossible to check out.”

Foundation Exposes Union Boss Coercion & Discrimination Before Congress

U.S. House relies on Foundation for insight on 'card check' and forced-dues-for-politics

WASHINGTON, DC – Within the past few months, National Right to Work Foundation attorneys and recipients of free Foundation legal aid have appeared multiple times before the U.S. House Committee on Education and the Workforce, revealing the anti-freedom tactics union bosses use to sweep workers under their power and prop up their radical political agenda.

In May, U.S. House members called Foundation Vice President and Legal Director William Messenger as an expert witness in a hearing named “Big Labor Lies: Exposing Union Tactics to Undermine Free and Fair Elections.” The hearing was designed to probe how current federal labor policies are letting union bosses deprive American workers of even the basic protection of a secret ballot election when union organizers target their workplace for monopoly unionization.

In July, Massachusetts Institute of Technology (MIT) Ph.D. student Will Sussman, who received free Foundation legal aid in filing federal anti-discrimination charges against union bosses on his campus, appeared before the U.S. House to recount his battle against MIT Graduate Student Union (GSU-UE) officials. GSU union bosses demanded Sussman, who is Jewish, fund union activities despite his repeated and forceful objections to the union's anti-Israel pursuits.

The July hearing, called “Confronting Union Antisemitism: Protecting Workers from Big Labor Abuses,” also featured testimony from veteran Foundation staff attorney Glenn Taubman, who is providing free legal representation to Sussman and other MIT graduate students challenging forced-dues demands from GSU.

“Whether it's union officials seizing power in a workplace without giving employees a chance to vote, or using graduate students' money to fuel radical protests and other unrest on



“The Law Has Failed Me”: This was MIT Ph.D. student Will Sussman's response when asked by Rep. Tim Walberg (R-MI) whether current federal labor law protects union dissenters. Sussman recommended nationwide Right to Work protections.

college campuses, these outrageous activities all have one thing in common -- union boss privileges heavily ingrained in federal labor law,” commented National Right to Work Foundation Vice President Patrick Semmens. “No organization in the country has been more active than the Foundation in countering these coercive practices on behalf of rank-and-file workers.

“As the Biden Administration ramps up its attacks on worker freedom, we are honored and gratified that U.S. representatives look to Foundation attorneys and Foundation-backed workers for perspectives on how to defend worker freedom.”

Foundation Legal Director: ‘Card Check’ Permits Union Boss Tyranny

At its hearing in May, the U.S. House Committee on Education and the Workforce listened to William Messenger testify regarding union bosses' two favorite tactics for gaining power: “card check” drives and censorship of speech critical of the union.

Card check is a process that lets union bosses gain power in a workplace without giving employees a chance to vote in secret on whether they want a union. Union officials

can gang up on workers and even harass them to obtain signatures on union authorization cards, which are later counted as “votes” for the union. This process opens workers to intimidation and threats, something not found with secret balloting.

Union Censorship Exposed by Foundation

As if that weren't bad enough, Messenger testified how the Biden-Harris NLRB “operates the most repressive regime of government censorship in the nation” by censoring employees' ability to hear basic truthful information from employers that union officials don't want workers to hear.

“Just imagine if the ruling party of a third-world nation decided to use such a process instead of having secret-ballot elections for political office,” Messenger testified. “Instead of having elections, the ruling party would go around to people's homes and workplaces and collect ‘votes’ for the party. Instead of free speech, only the ruling party would be allowed to campaign.

“I submit this process is nothing like a democratic process,” Messenger declared. “Yet the Biden NLRB is . . . mandating card check with its *Cemex* decision, under which it's

Flight Attendant Defends Win Against Union, Southwest, for Illegal Firing

Union and airline seek to overturn District Court ruling & verdict targeting discriminatory union firing

NEW ORLEANS, LA – In 2017, Southwest flight attendant Charlene Carter filed her lawsuit against the Transport Workers Union (TWU) and Southwest Airlines for their respective roles in her termination after she spoke out against the TWU's political activities.

Now, seven years later, despite winning a multimillion dollar jury verdict and a ruling ordering that she get her job back after the company's and union's efforts to fire her, Carter's battle remains ongoing. Recently, Foundation staff attorneys were at the Fifth Circuit Court of Appeals for oral arguments to defend her District Court victory against appeals by TWU and Southwest.

"Southwest and TWU union officials made Ms. Carter pay an unconscionable price just because she decided to speak out against the political activities of union officials in accordance with her deeply held religious beliefs," stated National Right to Work Foundation Vice President and Legal Director William Messenger. "Yet rather than comply with the jury's decision and a District Court order, Southwest and TWU union bosses have decided to attempt to defend their blatant retaliation against a vocal union critic."

Foundation Attorney: Evidence Shows Carter Was Fired Over Religious Exercise

During oral arguments at the Fifth Circuit, which took place before a three-judge panel this June, Foundation staff attorney Matt Gilliam rebutted specious union claims that there was no direct evidence that Carter's religious beliefs played any role in the decision to fire her.

Gilliam told the panel that a Southwest agent "specifically admitted that he considered Carter's religious beliefs in his termination decision" and reminded the judges



Despite going head-to-head with the well-funded legal teams of Southwest Airlines and the TWU union, Charlene Carter and her Foundation legal team led by staff attorney Matt Gilliam (right) have fought -- and won -- crucial victories in her case.

that, under Title VII, an employee's religious beliefs "can't be any factor" in making such a decision.

"Southwest just admitted to this court that they fired her because of conduct. Well, what was the conduct? It was religious conduct," said Gilliam.

Carter's Story Reveals Pro-Union Boss Bias of Federal Labor Law

Carter resigned from union membership in 2013 but was still forced to pay fees to TWU Local 556 as a condition of her employment. The Railway Labor Act (RLA), the federal law that governs labor relations in the airline and railroad industries, permits firing employees who refuse to pay union fees and preempts the protections that state Right to Work laws provide.

However, the RLA does protect employees' rights to resign from union membership. It also has free speech protections that cover the right to speak out against a union and its leadership and to advocate for changing the union's current leadership.

In January 2017, Carter learned that then-TWU Local 556 President Audrey Stone and other Local 556 officials used union dues to attend the Women's March in Washington, DC, which was sponsored by Planned Parenthood, an activist

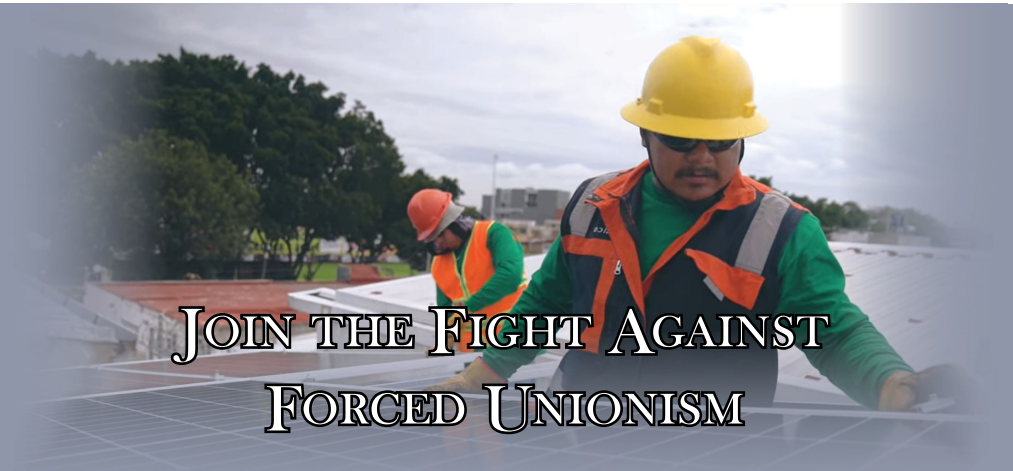
group she deeply opposed.

Carter, a vocal critic of Stone and the union, sent private Facebook messages to Stone challenging the union's support for ideological positions that were contrary to Carter's beliefs and expressing support for a recall effort that would remove Stone from power. Carter also sent Stone a message emphasizing her commitment to a National Right to Work law after the union had sent an email to employees telling them to oppose Right to Work.

After a meeting at which Southwest officials confronted Carter about private Facebook messages protesting the union's positions, the company fired Carter. In 2017, Carter filed her federal lawsuit challenging the firing as a clear violation of her rights under two federal laws. She maintained that she lost her job because of her religious beliefs and her criticism of union officials' spending employees' dues and fees on ideological causes.

Ultimately, after a six-day July 2022 trial, a jury in the U.S. District Court for the Northern District of Texas agreed with Carter and her Foundation staff attorneys. During the trial, Foundation attorneys unearthed and introduced bombshell email communications showing TWU union militants advocated for "targeted assassinations" of union dissidents.

"We are proud to defend Ms. Carter throughout this prolonged legal case to vindicate her rights," stated Messenger. "However, her case should prompt policymakers to pare back union bosses' coercive, government-granted powers over workers. Even if Charlene attains total victory in her case, the RLA will still force her and airline employees across the country to pay money to union officials as a condition of keeping their jobs, which is why policy change is needed." ✈



JOIN THE FIGHT AGAINST FORCED UNIONISM

The National Right to Work Legal Defense Foundation is the leading organization providing legal aid to end forced-unionism abuses for all workers nationwide, but this critical work is only possible through the generosity of Foundation supporters.

With major changes in the tax code possible as the result of the November elections, now is an important time to consider a tax-deductible gift to the Foundation before the year ends. Your gift could help establish a legacy of freedom for years to come.

Gifts via check and credit card remain the most popular ways to support the Foundation's mission of curbing forced-unionism abuses in the workplace. Donors are also increasingly enjoying the tax advantages of contributing appreciated stock or other securities (owned for more than one year), which allows them to avoid capital gains taxes while receiving a tax deduction for the full fair market value of the donated stock or securities on the date of the gift.

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Please consider a tax-deductible contribution today! Investing in the Foundation's work today will go a long way toward combating forced-unionism abuses in the courts of law and public opinion.

Please contact Ginny Smith at 1-800-336-3600 or gms@nrtw.org with any questions regarding gifts to the Foundation or information about other giving options.

Professors Take Aim at Public Union Privileges

continued from page 1

as “anti-Semitic, anti-Jewish, and anti-Israel.”

The complaint said Prof. Michael Goldstein “experienced anti-Semitic and anti-Zionist attacks from members of PSC, including what he sees as bullying, harassment, destruction of property, calls for him to be fired, organization of student attacks against him, and threats against him and his family.” Goldstein has needed a guard to accompany him on campus, the complaint noted.

Prof. Lax, the complaint explained, already received in a separate case a letter of determination from the Equal Employment Opportunity Commission (EEOC) “that CUNY and PSC leaders discriminated against him, retaliated against him, and subjected him to a hostile work environment on the basis of religion.” As their petition at the Supreme Court notes, these conflicts have significantly increased since the events of October 7.

Professors Could Create Groundbreaking Precedent

The petition asks the Supreme Court to take up the case and stop CUNY and the State of New York from letting PSC union bosses impose their “representation” on the professors.

“New York’s legal scheme forces these CUNY professors to associate with union officials who insult their identity and create a work environment rife with bullying and harassment. It’s hard to think of a more obvious violation of the First Amendment,” commented National Right to Work Foundation President Mark Mix. “It’s high time that the Justices finally acknowledge the First Amendment protects government employees from being forced to accept political ‘representation’ they adamantly oppose.” ✎

Foundation Advocates for Worker Freedom On Capitol Hill

continued from page 5

now an unfair labor practice . . . for an employer to refuse to recognize a union based on cards.”

At the July hearing, Will Sussman detailed the harrowing story of how GSU union bosses continued demanding dues payments from him and other Jewish MIT graduate students even after they had informed the union of their religious objections and requested religious accommodations due to their beliefs. Title VII of the Civil Rights Act of 1964 requires union officials to accommodate those that have religious objections to subsidizing union activities; in practice this usually entails letting the employee pay an amount equivalent to dues to a charity.

MIT Grad Student Recounts Union Discrimination, Calls for Right to Work

But Sussman explained that the union blew off this legal duty, and legal action by the Foundation's attorneys was needed: “The union denied my request, telling me in a letter that ‘no principles, teachings or tenets of Judaism prohibit membership in or the payment of dues or fees to a labor union’ . . . In other words, UE thinks it understands my faith better than I do.

“This Congress should pass the National Right to Work Act, so that unions have to earn their dues and think twice before discriminating against minorities,” Sussman added. T

Post-Hearing: Foundation Attorney Glenn Taubman Reveals Academic Union Bosses' Dirty Tactics on NTD TV



To watch, scan QR code or go to www.nrtw.org/taubman



Message from Mark Mix

President
National Right to Work
Legal Defense Foundation

Dear Foundation Supporter,

You and I are reminded almost every day that union bosses don't fight fair. Millions of employees still work under a pay-up-or-be-fired legal regime that lets union officials siphon billions of dollars in forced dues from workers to advance their radical agenda.

Your Foundation doesn't have -- and would never want -- the power to force anyone to support our work. Instead, your generous voluntary support over the years has given us the resources to fight the battle for worker freedom on all fronts -- not just through litigation, but also in the court of public opinion.

That means exposing the ugly reality of forced unionism by amplifying the stories of the victims of Big Labor coercion.

To that end, Foundation experts and Foundation-aided workers regularly testify in Congress regarding forced-unionism abuses and the need for legal reforms. Late last year, I had the honor of being a witness beside two brave employees who successfully fought illegal forced union dues demands with Foundation legal aid.

More recently, Foundation Legal Director William Messenger, veteran Foundation Staff Attorney Glenn Taubman, and Foundation-aided MIT Ph.D. student Will Sussman each brought the realities of forced-unionism abuses to the halls of Congress (see page 5) by appearing at multiple hearings.

The Foundation also uses the stories of the workers we defend to inform other employees targeted for coercive unionization, including through hundreds of news articles, radio and television interviews, and opinion pieces that appear in national and local outlets from coast to coast.

So when UAW union bosses recently targeted Alabama Mercedes-Benz employees, the Foundation published an op-ed (page 4) in a local outlet describing the dirty tactics the union had used against another group of (Foundation-assisted) Alabama workers.

Soon after, Mercedes workers voted against bringing the UAW into their workplace. Of course, the Foundation's offer of free legal aid remains, should the UAW seek to overturn the workers' vote against unionizing.

This is just another way the Foundation's litigation and education efforts go hand in hand, exposing the injustices of forced unionism while simultaneously winning cases to defend employees' freedoms.

Thank you for making this work possible.

Sincerely,