

**Resolution in Support of Working People Post a *Janus v. AFSCME* Supreme Court  
Decision Resolution No: 104-1718**

**WHEREAS**, All families should have the means to thrive in safe and healthy communities; and

**WHEREAS**, The working people who make our school district run deserve good jobs that can support families; and

**WHEREAS**, Over the last forty years, working people have become more productive than ever, yet real wages are declining and CEOs make more than ever before: 347 times more than the average person; and

**WHEREAS**, Being able to come together in unions gives people - particularly women and people of color - a powerful voice in speaking up for themselves, their families, and their communities, and ensures they are treated with dignity and respect at work; and

**WHEREAS**, When people stick together in unions, they gain the power in numbers to raise wages and improve benefits like health care for themselves, their families, and all of our communities; and

**WHEREAS**, People working collectively together in unions have won victories like the 40-hour work week, overtime pay, and health and safety standards, as well as advanced policies especially important to women like paid leave, earned sick time, and reducing the gender pay gap; and

**WHEREAS**, When people can negotiate together for strong contracts, higher wages, and safer, dignified working conditions, all of us benefit, our communities are stronger, and our entire economy is made more fair; and

**WHEREAS**, The United States Supreme Court is considering the case *Janus v. AFSCME Council 31*, which could restrict unions from requiring dues from non-member employees who benefit from collective bargaining, thereby weakening the unions' power to effectively negotiate on behalf of all public sector workers - such as nurses, teachers, and firefighters; and

**WHEREAS**, An unfavorable decision by United States Supreme Court may deny public sector workers the freedom to access strong unions that make our communities safe, more equitable, and strong; and

**WHEREAS**, In states where public union rights have come under attack, we have seen different outcomes - in Wisconsin, for example, union membership has fallen 38% after the state passed a law curtailing collective bargaining in 2011, but in other states, such as Ohio and New Hampshire, unions have been able to survive similar attacks through proactive strategies; and

**WHEREAS**, Our West County community relies on those who work in public service to provide health care, educate our children, put out fires, fix our potholes, drive our buses, pick up our trash, and more; and

**WHEREAS**, increased engagement with employees in decision-making processes helps lift morale and retain qualified employees; and

**NOW THEREFORE, BE IT RESOLVED**, That the West Contra Costa Unified School District supports the freedom of all employees to exercise their rights to a voice and dignity on the job through joining together in strong unions; and

**BE IT FURTHER RESOLVED**, That the West Contra Costa Unified School District Board of Education urges the Superintendent and the Human Resources Department to continue to work with the public sector unions in WCCUSD to ensure their health and success post a Janus v. AFSCME Supreme Court case decision by cooperating to mitigate impacts, by engaging in good faith discussions around implementing a membership program, which provides for providing ongoing financial commitments of unit members and adequate release time for rank and file union leaders to explain the implications of a negative Janus decision and to encourage continued union membership to their district employee colleagues; and

**BE IT FINALLY RESOLVED**, That the West Contra Costa Unified School District affirms the commitment to supporting public sector workers whose rights and freedoms are threatened as the Supreme Court considers Janus v. AFSCME, and recognizes the important role unions play in strong schools; and

**BE IT FINALLY RESOLVED**, That the West Contra Costa Unified School District affirms their support of the United Teachers of Richmond CTA/NEA, Teamsters Local 856, IFPTE Local 21 Schools Supervisors Association, West Contra Costa Administrators Association, and Adult School Teachers United as they represent their members.

**PASSED AND ADOPTED** on this 27<sup>th</sup> day of June 2018 by the Board of Education of the West Contra Costa Unified School District, County of Contra Costa, State of California, by the following vote:

AYES:

NOES:

ABSENT:

**I HEREBY CERTIFY** that the foregoing resolution was duly and regularly introduced, passed, and adopted by the members of the Governing Board of the West Contra Costa Unified School District at a public meeting of said Board held on June 27, 2018.

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*Matthew Duffy*  
Secretary of the Governing Board