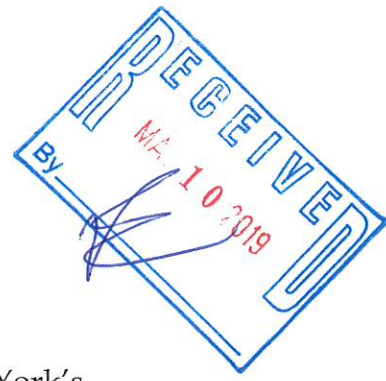


# EMPIRE CENTER



May 7, 2019

Dear Employer,

Last year's U.S. Supreme Court ruling in *Janus v. AFSCME* ended New York's decades-old practice of requiring public workers to pay a union.

Since then, we've heard from many employers, like you, who have questions the Court didn't answer. May I tell my employees about their Janus rights? Are union dues being deducted lawfully? What do I do when someone wants to resign their union membership?

New York's public-sector collective bargaining law, the Taylor Law, is unique in that it's the only law people risk breaking when they talk about it. What's more, the state Labor Department, and some unions, have exacerbated the confusion around *Janus* by issuing factually inaccurate guidance, going so far in some cases as to tell employers to ignore state law.

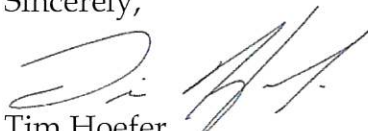
Few experts are better suited to cut through this than Jim Roemer. Jim began his career as an attorney for the state's largest municipal employee union, the Civil Service Employees Association (CSEA), and for the past 33 years has represented management in public-sector labor matters.

In *Dues and Don'ts: A guide to discussing the Taylor Law*, Jim provides everything you need to communicate with your employees about how the Taylor Law guarantees their right to choose, *Janus*, and more. The handbook includes a useful FAQ and sample written materials.

At [DuesAndDonts.org](http://DuesAndDonts.org), you'll find editable versions of the notices and letters in Jim's handbook, a printable poster, and a two-minute orientation video that will help your new hires understand their rights from their first day on the job.

I trust you will find the enclosed handbook and the materials at [DuesAndDonts.org](http://DuesAndDonts.org) useful. Please do not hesitate to contact me ([tim@empirecenter.org](mailto:tim@empirecenter.org)) if we can be helpful in making sure you have everything you need to talk about the Taylor Law.

Sincerely,



Tim Hoefler  
Executive Director

Enclosure