



Foundation Action

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of the National Right to Work
Legal Defense Foundation, Inc.

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MIT Grad Students Slam Union with Federal Discrimination Charges

Union hierarchy forcing students to pay dues, deny legally-required religious exemption

BOSTON, MA – “First, no principles, teachings, or tenets of Judaism prohibit membership in or the payment of dues or fees to a labor union . . . Secondly, the statements in your letter demonstrate that your objection to paying dues is based on your political views and not your religious belief.”

This was the brazen response of United Electrical (UE) union officials to five Jewish graduate students at the Massachusetts Institute of Technology (MIT) who sought legally-required religious accommodations to the forced payment of dues to the Graduate Student Union (GSU, an affiliate of UE). The students, William Sussman, Joshua Fried, Akiva Gordon, Adina Bechhofer, and Tamar Kadosh Zhitomirsky see funding the union as a violation of their Jewish faith due to, among other reasons, the union’s vocal support for the anti-Israel “Boycott, Divestment, and Sanctions” (BDS) movement.



When Will Sussman declared his religious beliefs forbade him from supporting a union engaged in anti-Israel causes, GSU officials shamelessly (and illegally) went on demanding his money.

The students are now fighting back with free legal aid from the National Right to Work Legal Defense Foundation. In March, they each filed federal discrimination charges against UE and GSU with the Equal Employment Opportunity Commission (EEOC), declaring that the union is “discriminating against me based on a failure to accommodate my religious beliefs and cultural heritage” and “discriminating against me based on national origin, race, cultural heritage, & identity.”

Because MIT officials are involved in enforcing GSU union bosses’ forced-dues demands on the students, Foundation attorneys also sent a letter to MIT President Sally Kornbluth, notifying her of the EEOC charges and warning that the

university will face similar charges if it does not promptly remedy the situation.

The graduate students are only subject to the union’s forced-dues demands as a result of a controversial Obama National Labor Relations Board (NLRB) ruling, now being enforced by the Biden Labor Board, that deems graduate students at private universities to be “employees” under the National Labor Relations Act. As a result, the MIT graduate students are subjected to the GSU-UE’s monopoly union control.

Foundation Attorneys Have Track Record of Defending Religious Objectors

Because Massachusetts lacks Right to Work protections, union officials in the private sector (which includes private educational institutions like MIT) generally have the power to compel those under their monopoly

See ‘MIT Students Seek Freedom’ page 7

GSU Union, MIT Failed to Provide Religious Accommodations

“Jewish graduate students are a minority. We cannot remove our union, and we cannot talk them out of their antisemitic position -- we’ve tried,” explained Sussman in a *Wall Street Journal* op-ed on the situation. “That is why many of us asked for a religious accommodation. But instead of respecting our rights, the union told me they understand my faith better than I do.”

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Hear Ye, Hear Ye: Medieval Times Performers Are Union-Free

Performers banished union officials after they pushed unpopular, divisive strikes

WASHINGTON, DC – Medieval Times, a nationwide chain of dinner theater “castles” in which a four-course meal is served while knights spar for Queen Doña Maria Isabella’s favor, provides guests a fun and captivating trip back in time.

But, at the castles in Buena Park, CA, and Lyndhurst, NJ, a more sinister plot was unfolding among the hardworking performers. Officials of the American Guild of Variety Artists (AGVA) union had ordered or were pressuring employees to go on strike, an unpopular move which caused division in the workplaces. At the California location, AGVA bosses issued an edict forcing many performers off the job for roughly nine months.

Majorities of Performers Backed AGVA Removal

Sensing that their fellow performers had had enough of AGVA’s attempts to control them, Artemisia Morley and Michelle Dean -- who play the Queens at the New Jersey and California castles respectively -- sought free legal aid from the National Right to Work Legal Defense Foundation. Both women filed petitions backed by their coworkers asking the National Labor Relations Board (NLRB) to hold votes at their workplaces on whether to banish AGVA union officials.

The NLRB is the federal



Hail Queen Dean, Vanquisher of Unwanted Unions: Michelle Dean and her fellow Medieval Times performers ousted AGVA union officials, who had ordered employees on a lengthy and unproductive strike.

agency responsible for enforcing federal labor law, which includes administering elections to install (or “certify”) and remove (or “decertify”) unions. Majorities of performers at both castles backed the petitions -- far exceeding the 30% threshold needed to trigger an election under NLRB rules.

Rather than face a secret ballot vote of the workers they claimed to “represent,” AGVA union chiefs filed “disclaimers of interest” and fled both castles before either election could take place -- likely sensing that the majority-backed petitions signaled a defeat was coming.

Even after Morley had filed a decertification petition indicating the majority of her coworkers wanted

a vote to decertify AGVA, union bosses tried to cling to power at the New Jersey castle. They attempted to block the vote by filing “blocking charges,” which are often-unrelated allegations against management meant to derail a vote.

The tide substantially turned against AGVA union officials in New Jersey after Morley’s Foundation attorneys successfully challenged a decision from an NLRB Regional Director that halted the decertification vote based on union officials’ “blocking charges.” Filings in Morley’s case indicated that the performers’ discontent with the union had nothing to do with Medieval Times management and was rather due to “secretive, self-interested, and divisive” behavior by union bosses and their insistence on a strike.

‘Secretive, Self-Interested’ Union Boss Behavior Led to Performers’ Revolt

Meanwhile, in California, AGVA union officials called off a roughly nine-month-long strike at the Buena Park Medieval Times just before Dean filed her decertification petition, likely aware of the tension the strike was causing and the growing number of performers who supported ejecting the union.

“AGVA union officials treated each Medieval Times castle as their own personal fiefdom, but their actions led to an uprising of the rank-and-file they purported to ‘represent,’” commented National Right to Work Foundation Vice President Patrick Semmens. “While the wishes of the Medieval Times performers have finally been obtained, it should be remembered that workers all over the country are subjected to union control they oppose, and they face fierce union and bureaucratic battles to secure secret ballot decertification votes.” ✚

Foundation Action

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The Foundation is a nonprofit, charitable organization providing free legal aid to employees whose human or civil rights have been violated by abuses of compulsory unionism. All contributions to the Foundation are tax deductible under Section 501(c)(3) of the Internal Revenue Code.

Foundation Fires Back Against Biden NLRB ‘Card Check’ Mandate

Brief challenges Labor Board’s attempt to expand coercive, anti-employee organizing scheme

SAN FRANCISCO, CA – Union-label bureaucrats at the Biden National Labor Relations Board (NLRB) have pulled out all the stops in their attempt to foist union monopoly control on more workers. But perhaps no move from the Biden Labor Board has been as radical as its October 2023 ruling in *Cemex Construction Materials Pacific*.

In response, Foundation staff attorneys recently filed a brief at the Ninth Circuit Court of Appeals, exposing the NLRB’s sweeping power grab as a ploy to erode workers’ right to vote in secret on union representation. The Foundation is urging the Court of Appeals to overturn the NLRB’s controversial *Cemex* ruling.

In the August 2023 *Cemex* decision, the Biden-appointed NLRB majority gave union officials massive new powers to bypass a secret ballot vote among workers when trying to install union control at a workplace. The new standard effectively requires employers to accept a union’s claim to represent workers based on the coercive “card check” process.

Seattle Mariners Employee’s Case Reveals Unreliability of Card Check

Card check is a process that uses “authorization cards” solicited and collected by union organizers as a substitute for workers’ votes in a secret ballot election. The card check process lacks the security of a secret ballot vote and exposes workers to pressure tactics and intimidation from union officials who seek to secure enough authorization cards. Under the Biden Board’s new policy, employers’ options to insist on a secret ballot vote are limited and can be blocked by a union-requested ruling against the employer.

The Foundation’s brief discusses the struggle of Tami Kecherson, a Seattle Mariners retail employee



New ‘card check’-friendly Biden NLRB rules could lock workers at Volkswagen’s Chattanooga, TN, production plant under union power without even a secret ballot vote, Mark Mix warned on Chattanooga’s local NBC station in February.

who received free Foundation legal aid during her fight to remove a union in 2023, as a glaring example of card check’s unreliability in gauging workers’ true desires. Kecherson works in one of two retail shops that were under the control of the United Food and Commercial Workers (UFCW) union up until last year. UFCW union officials gained power over her work unit through a card check, but were then voted out by an overwhelming 50-9 margin once a secret ballot election Kecherson requested was held.

Kecherson was able to request a vote to challenge UFCW’s card check scheme under the auspices of the Election Protection Rule (EPR), a set of Foundation-supported reforms adopted in 2020. The EPR gives workers a 45-day opportunity to request a secret ballot vote to challenge a union’s card check-based claims of majority.

Secret Ballot Vote Leads to Union Ouster 50-9

The Foundation’s legal brief points out that *Cemex* will create more outrageous situations like Kecherson’s, where union bosses seize power over workers who would reject them if they had a chance to vote: “[UFCW’s] claim to majority

support, based on authorization cards the union collected, was totally refuted when tested in the crucible of a secret ballot election.

“Yet under *Cemex*, the NLRB will routinely impose compulsory union representation on employees based on card checks and without a secret-ballot election,” the brief argues.

Foundation Warns Workers They Could Be in Crosshairs of *Cemex*

Union bosses may soon use the *Cemex* standard to overturn elections in which workers reject unionization, or deny workers opportunities to vote in secret entirely. United Auto Workers (UAW) union officials, who are waging a number of aggressive card check-based unionization campaigns at auto factories primarily in the South, already seem to be laying the groundwork for capturing these workplaces using *Cemex*.

For example, UAW union officials are trying for the third time in a decade to unionize Volkswagen’s (VW) large production plant in Chattanooga, TN. They’ve already filed four unfair labor practice charges against VW management

See ‘*Foundation Defends*’ page 8

Michigan Security Guards Fight to End Union Bosses' Forced-Dues Power

Worker blasts state Right to Work repeal: 'Now... [we] must join or lose our jobs'

GRAND RAPIDS, MI – In February, Big Labor allies in the Michigan Legislature and union partisan Gov. Gretchen Whitmer saw their plans to enrich union bosses at the expense of workers come to fruition. The repeal of the state's Right to Work law -- which Whitmer and state legislators backed despite polling showing that 70% of Michiganders wanted the law to remain in place -- became effective that month.

Michigan's Right to Work law, which took effect in 2013, was popular for a reason: It protected the state's private sector workers from being forced to pay union dues as a condition of employment. Michigan then experienced substantial economic gains while the law was effective. Now that union bosses can again force Michigan workers to pay dues or be fired, it's no surprise that National Right to Work Foundation staff attorneys are seeing worker backlash to the change.

Despite Repeal, Western MI Guards Can Still Restore Worker Freedom

In a rebuke to the Right to Work repeal, security guards from government buildings across Western Michigan in February backed a "deauthorization petition" that will kick off a process that could strip union officials of the United Government Security Officers of America (UGSOA) of their forced-dues powers. In a non-Right to Work state, deauthorization is the only option that workers have to remove union bosses' forced-dues power apart from voting the union out in a decertification election.

Similar to the decertification process, workers who petition the National Labor Relations Board (NLRB) for a deauthorization vote must obtain signatures from 30% or more of their colleagues to trigger a vote. James Reamsma, the



Freedom Fighter: Security guard James Reamsma is disappointed that the Right to Work repeal re-imposes forced-dues payments, but he and his coworkers still have a shot to restore their liberty.

security guard who submitted the deauthorization petition with free Foundation legal aid, had signatures far beyond this threshold.

"UGSOA union officials have threatened to have everyone who does not join the union fired," commented Reamsma. "Many of us are retired police officers, or military, working part time, supplementing our income by providing security for government buildings across Michigan.

"When Right to Work was in place, guards were never forced to join the union. Now part-time guards are expected to pay the same high dues as full-time guards and all guards must join or lose our jobs," decried Reamsma.

According to the petition, the requested deauthorization vote will take place among "all full-time and regular part-time security guards . . . performing services for the Company . . . in and around the cities of Alena, Cadillac, Petoskey, Traverse City, West Branch, Flint, Bay [C]ity, [Big] Rapids, Ludington, Mount Pleasant, Owosso, Saginaw, Escanaba, Houghton, Ironwood, Marquette, Sault Ste. Marie, Grand Rapids, Holland, and Muskegon, Michigan."

In addition to providing free aid

to Wolverine State workers like Reamsma and his colleagues who are taking legal action to counter forced dues, the Foundation also issued a legal notice in February to all Michigan workers explaining the new legal landscape.

In New Anti-Freedom Environment, Foundation Keeps MI Workers Informed

The notice explains that while union bosses again have forced-dues power in the private sector, private sector workers can still object to paying dues for union political purposes as per the Foundation-won *CWA v. Beck* Supreme Court decision, or end forced dues in their workplace entirely by decertifying or deauthorizing the union.

As for public sector workers, the Foundation's 2018 victory at the Supreme Court in *Janus v. AFSCME* ensures that their freedom from forced dues is still protected by the First Amendment despite the cynical Right to Work repeal.

"Within weeks of Michigan's Right to Work repeal, we see the harm Big Labor's coercive policy agenda inflicted on rank-and-file workers," commented National Right to Work Foundation President Mark Mix. "Mr. Reamsma and his colleagues, who will be providing security to Western Michigan's government buildings during what is likely to be another turbulent election year, don't deserve to be forced into financially supporting a union they disapprove of, nor does any Michigan private sector employee.

"While union boss powers have greatly expanded since the Right to Work repeal, workers still have some rights to resist union boss coercion, and Foundation attorneys stand ready to help them exercise those rights," Mix added. ☞

Foundation to Justices: Workers Opposing Unions Isn't 'Harm' to be Eliminated

Brief in Starbucks-related SCOTUS case counters Labor Board attempts to impose union control

WASHINGTON, DC – “Heads I win, tails you lose”: That’s how a brief filed by National Right to Work Foundation staff attorneys with the U.S. Supreme Court describes the Biden National Labor Relations Board’s (NLRB) argument that worker opposition to a union should count as a reason to impose union bosses’ demands on a workplace. The Supreme Court agreed to hear a case on this issue in January, with arguments scheduled for late April.

“Evidence that employees support a union is taken to mean they want to support the union,” the brief says. “Evidence that employees oppose a union is taken to mean their employer must have wrongfully caused the employees not to support the union. All evidence conveniently leads to the conclusion desired by current NLRB leadership: employees should support unions.”

The Foundation’s brief before the High Court in *Starbucks v. McKinney* discusses how NLRB officials use this radical assumption to urge federal courts to hit employers with “10(j) injunctions” that coerce the employers to give into certain union-demanded behavior. As Foundation attorneys explain, the NLRB often tells courts that worker discontent with a union is a “harm” that the courts should rectify with a 10(j) injunction.

Foundation in Starbucks Case: Worker Opposition to a Union is a Basic Right

Foundation staff attorneys push back on this theory in their legal brief, arguing that an employee’s decision to not support a union is not a “harm,” but a “legitimate choice [they] have a right to make” under both the National Labor Relations Act (NLRA) and the First Amendment to the Constitution.

Union bosses and their allies in the NLRB want the U.S. Supreme Court to establish a rule in *Starbucks v.*



With the Supreme Court reviewing the standard used when the NLRB seeks injunctions that cement unions in power, the Foundation told the High Court such injunctions should not be allowed to infringe on workers’ legitimate right, under federal labor law and the Constitution, to oppose unionization.

McKinney that permits injunctions against employers if their alleged conduct could *potentially* coerce workers into not supporting a union. Foundation attorneys instead argue that “the Court must require the NLRB to *prove* employees were unlawfully coerced not to support a union because, absent such proof, employees have every right to make that choice” (emphasis added).

Starbucks Workers Challenging NLRB Constitutionality

In addition to fighting cynical attempts by Biden NLRB bureaucrats to turn worker opposition to unions into a reason to beef up union officials’ coercive power, Foundation attorneys are assisting two groups of Starbucks workers with federal lawsuits challenging the constitutionality of the Biden NLRB as a whole.

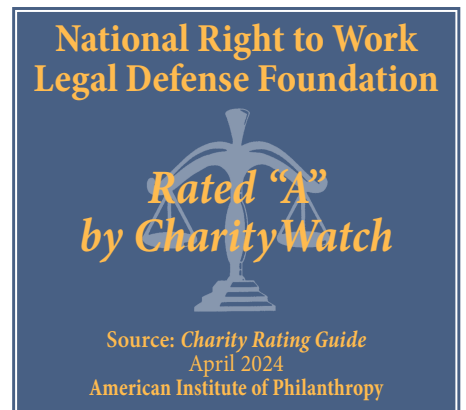
The newest effort comes from San Antonio, TX-area Starbucks employee Reed Busler and his coworkers. They submitted a petition to the NLRB containing enough employee signatures to prompt a vote to “decertify,” or remove, the SBWU union. But an NLRB Regional Director blocked the vote based on union allegations of employer misconduct that have no proven connection to Busler

and his colleagues’ effort to vote out the union. Busler himself noted in an NLRB filing that the move to decertify started “because the Union was a divisive force in our store” and ignored workers.

Busler has filed a federal lawsuit against the NLRB arguing its structure violates the Constitution’s separation of powers doctrine because NLRB Board Members are insulated from at-will removal. The lawsuit seeks an injunction that halts the NLRB from proceeding with his decertification case until his federal lawsuit is resolved.

“Starbucks is becoming ‘ground zero’ for several key battles over worker freedom,” commented National Right to Work Foundation Vice President Patrick Semmens. “Underlying a large portion of the drama is the NLRB’s flawed theory that workers’ exercise of their right to oppose unions is an evil to be eradicated, which unions and their allies in the NLRB bureaucracy are trying to use to force down their agenda on workplaces across the country.

“An even bigger issue, however, is the fact that the NLRB has for decades operated as a kangaroo court run by powerful bureaucrats who exercise unaccountable power in violation of the Constitution,” Semmens added. “American employees shouldn’t be forced to fight for their rights in such a pro-union boss environment.”



Tennessee AT&T Workers Avert 'Card Check' Catastrophe with Foundation Aid

CWA union officials tried to lock workers in inescapable unit without vote

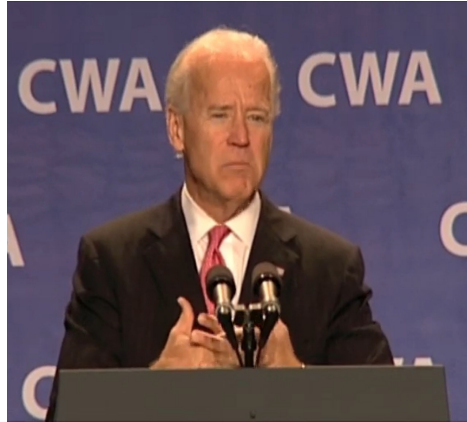
TENNESSEE – Over the years, National Right to Work Foundation staff attorneys have successfully represented countless workers across the country who have opposed union officials' attempts to force them under monopoly bargaining via the coercive "card check" process. Unsurprisingly, workers prefer to cast ballots in secret, as opposed to having that right snatched in favor of a scheme where union bosses can intimidate workers into signing a card "authorizing" union control.

Fortunately, workers can turn to the Foundation for free legal aid in fighting coercive card check unionization. For example, in March, Denis Hodzic and his fellow In-Home Experts from AT&T Mobility locations across Tennessee successfully challenged a card check campaign by Communications Workers of America (CWA) union bosses that would have almost certainly confined them in the union *for the rest of their careers* with the company.

Union Bosses Tried to Trap Workers, Then Fled When Faced with Actual Vote

CWA agents installed themselves over Hodzic's work unit -- which was comprised of over 100 AT&T In-Home Experts -- by card check. Shortly after, however, Hodzic filed a petition asking the National Labor Relations Board (NLRB) to hold a "decertification vote" to remove the union. Roughly two-thirds of his work unit signed the petition demanding a secret-ballot vote on the union's presence.

CWA union officials filed objections in an attempt to stop the election, but an NLRB Regional Director rejected these and ruled that a decertification election should go forward. Before the vote could occur, CWA union officials filed paperwork disclaiming interest in continuing their control over



President Biden, a longtime ally of radical CWA union officials, has stocked the National Labor Relations Board with ex-union lawyers who are manipulating labor law to give union bosses more options to trap workers in unions without a vote.

the workers -- likely to avoid an embarrassing rejection by employees at the ballot box.

Had Hodzic and his coworkers' effort not succeeded, NLRB documents indicate that they would have been integrated into a nationwide bargaining unit comprised of thousands of employees, which would have made petitioning for a vote to kick out the union virtually impossible.

Biden NLRB Boosting Card Check Despite Unreliability

Cases like Hodzic's serve as potent reminders that card check doesn't represent the true will of workers vis-à-vis bringing in a union. Even AFL-CIO organizing guidelines admit that employees often sign cards during a card check to "get the union off my back."

Despite this, the Biden NLRB is rapidly increasing union bosses' ability to corral workers into a union via card check while cutting down workers' ability to vote in secret-ballot union elections. In the August 2023 *Cemex* decision, the agency greatly expanded union bosses' power to overturn elections that don't go in their favor if an employer requests such an election to challenge

a card check.

The Biden NLRB is also conducting rulemaking to overturn the Election Protection Rule (EPR), a set of Foundation-backed reforms that the NLRB adopted in 2020. The EPR permits employees to submit decertification petitions within a 45-day window after the finalization of a card check. This process was originally established by Foundation attorneys in the 2007 *Dana Corp.* NLRB case. Though this decision was later overturned by the Obama NLRB, "Dana elections" were codified in the EPR.

Hodzic and his colleagues were able to request their election under the auspices of this policy.

"The NLRB Election Protection Rule was essential for us to rely on as we went through the process of seeking resolution to our tricky situation," Hodzic commented. "The 45-day petition window needs to remain regardless of which group holds the majority position in Washington . . . [W]e hope that lawmakers see the necessity of having this rule in place, and that both unions and employers abide by the laid-out NLRB processes to ensure fair representation and protection of workers."

"While Mr. Hodzic's story had a happy ending, his situation illustrates just how dire things will get once the Biden NLRB's anti-freedom agenda is fully realized," commented National Right to Work Foundation Vice President and Legal Director William Messenger. "While American union bosses may desire a world in which they can force employees into inescapable work units without even a vote, Foundation attorneys will continue to fight for workers' right to choose freely whether they want union control or not." ✚



TAX-ADVANTAGEOUS WAYS TO DEFEND FREEDOM IN THE WORKPLACE

The National Right to Work Legal Defense and Education Foundation, Inc. is the only organization in America devoted to defending public and private sector employees against Big Labor coercion. In hundreds of cases each year, Foundation staff attorneys protect individual workers from abuse, intimidation, and retaliation by union officials, while setting legal precedents that protect the freedoms of millions of hardworking Americans.

As a 501(c)(3) recognized charitable organization, only the generosity of our supporters allows the Foundation to provide free legal aid to the employee victims of forced unionism. While gifts of cash (usually in the form of a personal check, wire transfer, or credit card gift) remain the most popular way to support the Foundation, many donors have chosen to take advantage of other giving options that provide tax savings while supporting the mission of freedom in the workplace.

Giving a gift of appreciated stocks or other securities held for more than one year is in most cases more tax-advantageous than

giving cash. This is because you can avoid capital gains taxes on gifts of long-term appreciated assets and receive a tax-deduction for the full fair market value of the gift. Even for taxpayers who will not be able to itemize deductions in a given year, gifts of long-term appreciated securities can be an especially important tool in their tax reduction tool kit.

Another tax-advantageous way to make a gift is from your Individual Retirement Account (IRA). If you are 70 ½ years of age or older, you can make a qualified charitable distribution (or QCD) of up to \$100,000 directly to The National Right to Work Legal Defense Foundation (Tax ID#59-1588825) from a traditional IRA and exclude the QCD from your gross income.

Thank you for considering the Foundation in your charitable giving plans. Your investment today will go a long way toward winning our mutual battle to end compulsory unionism for all working Americans.

If you have any questions regarding IRA gifts, gifts of appreciated assets, or other planned giving options, please contact Ginny Smith, Director of Strategic Programs, at gms@nrtw.org or by calling 1-800-336-3600. We also encourage all of our supporters to seek counsel from their own legal and financial advisors.

MIT Students Seek Freedom from Discriminatory Dues

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bargaining power to pay union dues or fees. However, as per Title VII of the Civil Rights Act of 1964, religious accommodations to payment of dues or fees must be provided to those with sincere religious objections.

For decades, Foundation staff attorneys have successfully represented religious objectors in cases opposing forced dues. While religious accommodations in these cases have varied, all of them forbid union bosses from demanding the worker pay any more money to the union.

Union Already Conceded Some Illegal Dues Practices

Sussman already dealt a blow against GSU officials in late February, when he forced union officials to settle federal charges he filed at the National Labor Relations Board (NLRB) concerning the

union's dues demands. In those charges, Sussman asserted his rights under the Foundation-won *CWA v. Beck* Supreme Court decision, which prevents union officials from forcing those under their control to pay dues for anything beyond the union's core bargaining functions.

While the settlement required GSU union officials to send an email to all students under their control stating that they would now follow *Beck*, Sussman and his fellow students' current EEOC charges seek to cut off *all* financial support to the controversial union, as is their right under Title VII of the Civil Rights Act.

"GSU union officials appear blinded by their political agenda and their desire to extract forced dues," commented National Right to Work Foundation President Mark Mix. "Their idea of 'representation' apparently includes forcing Jewish graduate students to pay money

to a union the students believe has relentlessly denigrated their religious and cultural identity.

"GSU union bosses' refusal to grant these students religious accommodations is as illegal as it is unconscionable, and Foundation attorneys will fight for their freedom from this tyrannical union hierarchy," Mix added. 🇺🇸

Forced Dues for Hate?



Watch Mark Mix break down the MIT grad students' case with One America News' Stephanie Myers, Lars Larson, and others.

Scan the QR code or go to www.nrtw.org/mit



Foundation Defends Workers' Right to Secret Ballot Elections

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that the NLRB could use as rationales for tossing an employee vote if the election doesn't go the union's way. The UAW's aggressive campaign appears to be employing similar tactics at other non-union facilities, including some run by Tesla and Mercedes-Benz.

Cemex Is a Disgrace to Worker Freedom

The Foundation issued a legal notice to Chattanooga VW workers in February, warning them that UAW bosses can manipulate *Cemex* to nullify their vote, and that employees have the right to revoke any union cards they might have signed during the card check drive.

"The NLRB's ruling in *Cemex* is an insult to American workers, all of whom should have the unfettered right to vote in secret on whether union bosses deserve to have control over them," commented National Right to Work Foundation Vice President and Legal Director William Messenger. "It's clear from Ms. Kecherson's situation and many other Foundation cases that the 'card check' process pushed by *Cemex* is merely a tool to expand union ranks." †

In Memory of Rev. Dr. Fred Curtis Fowler III



1932-2024

Chairman of the National Right to Work Foundation and father, husband, and pastor loved by many.



Message from Mark Mix

President
National Right to Work
Legal Defense Foundation

Dear Foundation Supporter,

The battle against forced unionism is a long and hard one -- the enemies of worker freedom never rest, especially when the levers of power are under their control.

But I take great comfort in knowing that the Foundation's loyal supporters around the country have an unshakable commitment to this nation's founding ideals of freedom of association and individual liberty. I'd like to take this opportunity to remember one Foundation supporter in particular whose life embodied selfless service in pursuit of a better and freer society for all.

Rev. Dr. Frederick "Fred" Curtis Fowler III passed away on March 22, 2024, at the age of 92. Fred was a 30-year member of the Foundation's Board of Trustees, faithfully serving as Chairman of the Foundation through some of our greatest successes, including the *Harris v. Quinn* and *Janus v. AFSCME* victories at the U.S. Supreme Court.

Fred's passion for helping others extended far beyond his dedication to the idea that no worker should be forced to pay union bosses just to get or keep a job. Fred was a longtime church and community leader in Knoxville, TN, and was generous with his time and resources with many charitable endeavors both in Knoxville and nationwide.

As president of the National Right to Work Foundation, I was fortunate to be able to rely on Fred's generosity and wisdom. And in 2021, I was proud to present Fred with National Right to Work's "Great Communicator" Award as a testament to his enduring contributions to the cause of employee freedom.

I'm deeply grateful for Fred's life and legacy and am also grateful for all of you, our supporters who follow in Fred's footsteps by giving your time, talent, and treasure so workers don't have to stand alone against the might of Big Labor.

Let's continue Fred's fight for liberty.

Sincerely,