

## **Message Points on HB 25**

- Too many families across our state are already living paycheck to paycheck, yet politicians in Tallahassee want to try and dismantle their union and make things worse for all of us.
- This bill is unnecessary, it's unlawful to force anyone to join a union. Anyone who uses that excuse to hurt our community is lying.
- The only reason for doing this is an attempt by billionaire CEO backed politicians to make it harder for nurses, teachers, firefighters and other public employees to come together to advocate for their on the job needs and negotiate to protect their paychecks.
- Politicians are doing this to tip the balance further in favor of corporations and make it harder to hold them accountable.
- We all deserve what corporate CEOs have, the freedom to negotiate a fair return on our work to provide for our families. That's what the politicians in Tallahassee are trying to take away.

## **Discussion points on House Bill 25**

- H.B. 25 is a replay of the 2017 House Bill 11. It comes as no surprise as there has been a nationwide attempt to take away workers' rights. This politically motivated legislation is a solution looking for a problem that doesn't exist in Florida. Florida is a right-to-work state.

### **For our students:**

- Students are at the center of everything our union does. Our union works every day to ensure our teachers and school employees have what they need to do their job to the highest standards. Why would they want to take this service away?
- Our union is the voice of our members and their students – every student, every school, every day. Our teachers' working conditions are our students' learning conditions. You cannot separate the two.

### **For our schools:**

- The sponsor of the bill, Rep. Scott Plakon, said of the exemption of first responder unions: "They're a special case, dealing with public safety. The state has an interest in labor peace, when it comes to public safety." School districts are charged with the vitally important duty of educating and developing Florida's children and they are some of the largest employers in every county. The state should have just as strong an interest in "labor peace" when it comes to the education of our children.
- We are deeply committed to the success of every student in every school. In order to reach education excellence and ensure the success of our students, the strong voice of teachers must be present in creation of policies. Our union is that voice.

**For our state:**

- We can't deny the fact that money matters and students and institutions have more funding where a strong union actively participates. Education funding is stronger in states where the teachers union is strong. In states where unions are stronger, workers have better wages, working conditions and standards of living – and students have better education outcomes.

**To be clear:**

- We are a union of members who choose to participate – no one can be forced to join our union. Florida is a right-to-work state where union membership or payment of union dues cannot be required. This bill is not needed. Florida is a right-to-work state, which means people join only because they want to.
- The Florida Constitution gives employees the right to join a union to give them a strong voice regarding wages and working conditions. This measure would take away that right.

## **DON'T SAY/DO SAY On Decertification/Recertification**

<p>DON'T SAY: This is all part of a plan by folks like the Koch brothers, right wing think tanks, wealthy CEOs and anti-worker politicians to silence our voices.</p>	<p>DO SAY: "It's time politicians listened to our community leaders: the school teachers, nurses and firefighters instead of billionaire CEOs and their corporate lobbyists." Those who serve our communities need to be able to join together to protect their pay and benefits and have their professional voices heard.</p>
<p>DON'T SAY: Unions already have checks and balances in place with their membership.</p>	<p>DO SAY #1: It is against the law to require someone to join a union as a condition of employment. DO SAY #2: Supporters of this bill are trying to restrict the FREEDOM of nurses, teachers and other public employees to come together to have their voice heard. These folks who serve our community have the right to protect their retirement and health care as they see fit, and politicians in our state capitol are trying to end that right.</p>
<p>DON'T SAY: This bill will lead to cuts in government services.</p>	<p>DO SAY: No one knows better what our children need in the classroom than a teacher and no one knows how many nurses are needed in an Emergency room better than a nurse. This bill would make it much harder for those folks who serve our community to negotiate for what they need to protect our community, educate our children or provide life-saving healthcare when we need it.</p>
<p>DON'T SAY: The bill is too costly.</p>	<p>DO SAY: People in our community are already living paycheck to paycheck. This bill would take away hard-fought rights for workers who are just looking for the freedom to negotiate with their bosses as they see fit to provide for their families. Why should we allow some corporate CEO funded politicians to make even more folks' lives harder?</p>
<p>DON'T SAY: This incident is further proof of the dangers of corporate America.</p>	<p>DO SAY: This incident is proof of the dangers that can happen when corporations keep putting profits ahead of working families. These bills would dismantle unions who collectively bargain for workers and would make it harder to make ends meet, with cuts to healthcare and pension benefits, potential job loss and lower wages for all workers.</p>

DON'T SAY: This bill won't save money

DO SAY: Nurses, teachers and other public employees put it all on the table every day to make sure our community is safe and our children get the education they need. Allowing corporate CEO backed politicians to try and cut their paychecks or eliminate the retirement savings they earned will unnecessarily hurt them, and us. Our community needs these folks and we are better than that.