**SAMPLE RESPONSE TO UNION LETTERS**

Dear Labor Partner:

The district is in receipt of your letter(s) dated X, sent in anticipation of the United States Supreme Court’s forthcoming decision in Janus v. AFSCME (Janus). As you are aware, Janus challenges the constitutionality of requiring public employees to pay agency fees to an exclusive representative as a condition of employment. The Court is expected to issue its decision in Janus no later than June 30, 2018, the end of the Court’s current session.

**OPTION 1**

Although there has been much speculation regarding Janus’ potentially significant legal and logistical implications, at this time it is impossible to know how the Court will rule and what we will be required to do in response. For that reason, agreement on specific post-Janus actions is simply premature. Once the decision is handed down, the District will fully comply with all applicable laws in responding to the decision; will provide reasonable notice to (insert union name) of employee requests to cancel union dues or agency fee payroll deductions; and will cease collection of agency fees as promptly as feasible, if required by the Court’s decision.

**OPTION 2**

The district is closely watching the Court’s decision. Once it is handed down, the district looks forward to partnering with (insert union name) to develop practices and procedures that comply with all applicable laws, with the goal of responding to the Court’s decision in a manner that best meets the needs of all stakeholders. In accordance with this partnership, the District commits to providing reasonable notice of employee requests to cancel union dues or agency fee payroll deductions, and will cease collection or agency fees as promptly as is feasible, if required by the Court.

Sincerely,

District Administrator