The much-awaited, much-anticipated, much-dreaded Janus Decision issued from the US Supreme Court last Wednesday – it was bad, although perhaps not quite as bad as it might have been.

The immediate, and very negative, effect, is that mandatory fair share fees for non-members was declared unlawful and stopped as of the issuance of the decision.

Clearly, the loss of fair share fees, probably about 8 – 10 percent of our dues income, will result in changes to how we conduct business, and our ability to conduct business. Anticipating an adverse decision, APEA had already begun to implement budget measures and analyzing techniques and policies to maximize our available/diminishing resources as effectively as possible on behalf of our members.

As we better understand the decision and have more experience and insight regarding how the decision is impacting us, APEA will analyze and implement other responsive measures, I am sure. For right now, however, what we know is: we may only collect dues from bargaining unit members who voluntarily elect to join their union and from bargaining unit members who voluntarily elect to refrain from membership but pay a fair share service fee to the union. Yes, the fair share fee, for people who do not wish to be members, remains permissible, so long as it is voluntary. We will see how many people recognize the value provided by the union and voluntarily opt to pay a service fee, even though they may not wish to become members. Our members are pretty smart, most realize the value provided by APEA’s representation, and we expect there may be some voluntary fair share fee payers. We will welcome their support.

This is the time for everyone who recognizes the value of union representation to support their union and insure that their union continues to have the resources to provide effective on-going representation. If new challenges or problems materialize, we will be reporting on those developments.

Thank you all who are continuing to support your union! Together, we will continue to meet our goals and complete our mission to help, assist and represent our membership.
Employee Representative, as defined in the APEA/AFT Constitution, is a member in good standing elected at the work site(s) by members of the same bargaining unit and/or appointed in accordance with Local Bylaws/Constitutions.

The duties of an Employee Representative vary by Local, but overall, they are to:

- Be familiar with the terms of the bargaining agreement, State Federation and Local Bylaws
- Assist members with worksite issues
- Participate in Employee Representative training
- Distribute State Federation information and orient new employees to APEA/AFT and their Local Union.

Other duties might include:

- Assisting members with job related disputes
- Grievances
- Conducting polls and surveys
- Organize members for employee action
- Solicit information for negotiators
- Recommend candidates for bargaining unit Negotiator and Constituency Council
- Attending Local meetings
- Working with professional staff on investigations of a grievance or complaint
- Submit a list of requested training programs for consideration.

The purpose of an Employee Representative is to serve the members in their worksite(s). They are often the face of their Local Union and thought to be a part of Leadership. In truth, some Employee Representatives are part of their Local Union’s Leadership, while others are not. As an Employee Representative, it is important to support your Local Union Leadership, even when you personally do not agree with the decisions that are being made. By being supportive of Leadership, it builds solidarity and improves the health of the Local Union membership.
The Seward Public Employees Association conducted its first officer election this month. On Saturday, June 30th, the membership voted the following candidates into office:

**SPEA Executive Board:**
President: Patrick Mesmer
Vice-President: Kyle Campbell
Secretary-Treasurer: Mike Kinney

**Negotiators (Primary):**
Nort Addleman
Patrick Mesmer
Kyle Campbell
Mike Kinney

**Negotiators (Alternates):**
Tony Simienski
Jason Audette

Congratulations to the successful candidates and thank you to all who participated!

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**RPEA Recognizes Wanda Scholeman**

By **Jennifer Madsen**, Southcentral Field Representative

On May 31, 2018, Wanda Scholeman retired from the Retired Public Employees Association after eight years of service. RPEA President Sharon Hoffbeck, said of Wanda, “She is the anchor and we all just surrounded around her.” Wanda had retired from public employment and became the staff person running the RPEA office in Anchorage. Her work ethic and attention to detail have made her a huge asset to RPEA, so much so they have asked her to stay on as a RPEA committee member. Cynthia Shackelford has filled Wanda’s position and has taken to the job like a duck to water. We wish Wanda the best in her next stage and welcome Cynthia to the family.

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**SPEA, Local 4425 ELECTIONS**

By **Gene Christian**, Southcentral Field Representative

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Vice-President: Kyle Campbell
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**Negotiators (Primary):**
Nort Addleman
Patrick Mesmer
Kyle Campbell
Mike Kinney

**Negotiators (Alternates):**
Tony Simienski
Jason Audette

Congratulations to the successful candidates and thank you to all who participated!
With identity theft being the fastest-growing crime in America, it’s no longer a matter of “if” your information will be compromised, just a matter of “when.”

Protecting your identity is something your union takes very seriously, and that is why the AFT is providing free ID theft protection to all active and retired members.

The AFT is proud to offer this new benefit through our partnership with CLC ID Protect, a trusted provider that has been protecting millions of working-class Americans for more than 30 years.

Go to the AFT Member Benefits website:


You will need our local union number which is 8050. CLC ID Protect is also offering a very competitively priced upgraded program for constant identity theft monitoring and expanded services. No matter whether you take advantage of the free program or purchase the upgrade, your union has you covered.

VISIT AFT.CLCIDPROTECT.NET TO ENROLL!
ENHANCED PROTECTION – FEATURES

CREDIT MONITORING*
- Monitors your credit activity recorded by the TransUnion credit bureau
- Monitored on a daily basis for any new credit inquiries
- Alerts, via email or text, for any suspicious activity
- Ability to confirm whether detected activity is fraudulent

TRANSUNION CREDIT REPORT & SCORE
- Includes credit report from TransUnion
- Credit report and score can be refreshed periodically
- Credit report visible from your dashboard

24/7 ID MONITORING*
- Cutting-edge technology that monitors hundreds of millions of online records for unauthorized usage of your SSN
- Suspicious activity triggers alerts
- Real-time alerts that allow you to take action and halt unauthorized usage of SSN
- Peace of mind knowing your identity is being monitored and protected

ALERT DETECTION
- Easy access to alerts and next steps
- Alerts visible via your dashboard
- Capability to easily click on the “Red Alert – Not Me” response
- Responses are pushed back to the source of the transaction alert and can sometimes stop the fraudulent transaction
- Alerts sent via email and SMS text

UNLIMITED ID THEFT & RECOVERY SERVICES
- Restoration of credit and financial reputation
- Unlimited access to a US-based team of Fraud Resolution Specialists™ (FRS) who work to restore your stolen identity
- FRS documents actions taken during resolution/recovery process, including document preparation
- FRS becomes advocate on your behalf

$1,000,000 ID THEFT INSURANCE+
- Up to $1,000,000 in ID theft insurance† with a zero deductible for unauthorized electronic funds transfers from personal checking and savings accounts
- Expense reimbursement coverage with a zero deductible for certain fraud-related expenses, such as lost wages as a result of time off work or reasonable attorney’s fees

*CLC ID PROTECT™ does not monitor all transactions at all businesses. No service can stop all identity theft events.
†Identity Theft Insurance underwritten by insurance company subsidiaries or affiliates of American International Group, Inc. (AIG). The description herein is a summary and intended for the general purpose only and does not include all terms, conditions and exclusions of the policies described. Please refer to the actual policy for terms, conditions, and exclusions of coverage. Coverage may not be available in all jurisdictions. Primary members and spouse/family members must activate at least one monitoring service in order to be eligible for the $1,000,000 insurance coverage.

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Northern Region meetings at a glance:

By Jason Roach, Northern Field Representative

SU Local 4900, held its annual membership meeting on June 26, 2018. Around noon, supervisors from Local 4900 huddled around phones throughout the State to listen in on the annual meeting. President John White kicked off the meeting, which included updates and discussion on Legislative action, Health insurance, training and bylaws. If you missed the meeting, the minutes will be posted online shortly.

Supervisory Unit members; Shelly Showalter (DNR/DGGS), and Nancy Shafer (DOL) along with APEA’s Admin assist Adrian Agee, enjoy some pizza before the meeting started.

AHECTE Local 6070, held an E-board meeting on June 27, 2018. With representatives on the phone from each of the three regions.

Before Unions, Most People had to buy their own Healthcare Insurance

By Brian Penner, Southcentral Regional Manager

Even now, the United States is much different than any other industrialized country in how health insurance is provided and regulated. Want to guess what the national trend is currently? Well, soon your employer may make it so have to you buy healthcare insurance for your spouse and children. In 2016, 16% of employers denied coverage to spouses or charged extra. In 2017, it went up to 27%. The reason employers are doing it is to reduce their health benefit costs. Several Alaska public employers are already considering this tactic and that is why a strong union is necessary to protect your family and provide you a living wage. Solidarity has a direct effect on your benefits.
On June 8, 2018, AEIOU had their annual family picnic. Outgoing President, Toni Rae Osiecki graciously hosted the picnic at her home in Chugiak. Good food, music, disc golf, dogs, kids and family members enjoyed the get together. Breaking bread around a campfire with your union family is a great way to build solidarity and get to know the personal side of your colleagues. AEIOU had over 28 participants at the picnic, not including the dogs.
June 29, 2018

Dear Local President,

The vote count for election to the APEA Board of Director seats is complete and certified. In accordance with Section V, Para 7E APEA Constitution, the unopposed nominees do not need to be included in balloting and will assume/resume office on 1 July 2018; the election results are:

1. Southeast Region Seat:
   - Joe Bertagnoli, PMEA – Primary, unopposed
   - Chris Cairns, JESS – Alternate, elected

2. Northern Region Supervisory Seat:
   - Michael Lund, SU – Primary, unopposed
   - Shelly Showalter, SU – Alternate, unopposed

3. Southcentral Region Supervisory Seat:
   - Lisa Brown, SU – Primary, elected
   - Mike Miller, SU – Alternate, unopposed

4. Valdez American Federation of Teachers & United Special Education Services Employees:
   - Cheryl Derifield, VAFT – Primary, unopposed
   - Ann Groeneveld, VAFT – Alternate, unopposed

5. University of Alaska Federation of Teachers: No Nominations (UAFT was dissolved and absorbed by United Academics, Local 4996, effective 15 May 2018)

6. United Academic, Adjuncts:
   - Frances Polumsky, UA-Adjuncts – Primary, unopposed
   - Bruce Bowler, UA-Adjuncts – Alternate, unopposed

7. Confidential Employees Association:
   - Dan McCrummen, CEA – Primary, unopposed
   - Joe Reeves, CEA – Alternate, unopposed

All of the above candidates will assume/resume office on 1 July 2018. (Section V, Para 7A APEA Constitution)

Thank you,

Michael Lund, Executive Vice President
APEA/AFT Board of Directors
Members gave up their time on a recent sunny Saturday as part of the Fairbanks Clean-up Day. On May 5th. Representatives from Fairbanks North Star Borough Local #6125; Northern Supervisory Local #4900; along with APEA staff, did their part to pick up trash as part of the annual Fairbanks Clean up Day. Members for the last six years have been meeting at the spot adopted by APEA on the 1.2 mile portion of the Mitchell Highway to have a great day in the sun and make the city look its best.
Benefits you may not be aware of

By Roy Robertson, SU, Department of Environmental Conservation

Although DEC employee Paul Winter was in a different union, his recent passing has affected many APEA members too. You should know that APEA has services available to you that may be able to help in the event of a tragedy, or help prepare in advance.

The State’s Employee Assistance Program (EAP) offers confidential counseling service free of charge to AlaskaCare Health beneficiaries. The EAP can be reached 855-417-2493 or by clicking the following link:

- [http://doa.alaska.gov/drb/alaskacare/employee/information/eap.html](http://doa.alaska.gov/drb/alaskacare/employee/information/eap.html)

The APEA/AFT Legal Trust Fund Plan is available for eligible participants to get legal help with estate planning and establishing trusts. Information can be found at:

- [https://apea-aftlegaltrust.org/](https://apea-aftlegaltrust.org/)

APEA/AFT has a $5,000 AD&D benefit available as a benefit of membership, which can be found here:

- [https://www.aft.org/sites/default/files/fl_add_insurance_web.pdf](https://www.aft.org/sites/default/files/fl_add_insurance_web.pdf)

Other means of assistance are leave donations for APEA members and the catastrophic leave bank provided by the Supervisor’s Unit for it’s members to use in times of extreme need and/or extended absence from the job due primarily to FMLA issues.
Our “Conversations Campaign” Continues – More Important Than Ever

Over the past 2 years (sometimes on-again, sometimes off-again, depending on representational work demands and staffing), APEA staff and members have been reaching out to fellow members and endeavoring to reaffirm and reactivate each member’s sense of connection and belonging to APEA, their union.

The effort was partially based on the realization that we may have allowed the sense of connection among members to deteriorate but was also based on our vision of the kind of union we wanted – a union that is connected with the members, a union where members feel their connection with the union and a union where solidarity and community is emphasized. Sometimes “life”, and work, interferes with vision, but we are visionaries and we keep working at our goals.

Last Wednesday’s US Supreme Court decision, Janus, abolishes mandatory agency fees in the US public workplace. The decision should also move public employees to think seriously about their jobs. About what rights they have regarding their job and about how they will exercise those rights, should they need to. Having rights is one thing – a nice, academic, theoretical concept; exercising those rights – securing effective competent representation, having the benefit of a contract or other work rules that can be enforced and defended, paying for the representation necessary to enforce and defend, can be quite another thing.

Establishing rights and having the means to defend and represent is where unions become very important to the worker’s ability to make their rights at the job meaningful and enforceable. Public employees have a property right in their jobs, according to US law; but that law does not provide any means for enforcement of that property right – only bunches of personal money or organizing as a strong, solid and effective union can enforce the property right you have in your job.

If Janus motivates workers to think about their jobs and how they are treated, to think about their rights and how they can be enforced or become hollow promises, to think about their unions and how each individual worker/bargaining unit member must come together in solidarity with their fellow workers and, together, make the union strong, solid and effective, and thereby to make themselves strong, solid and effective, then a court decision we feared will become a decision we celebrate, a decision that prompted us to re-vitalize our union, to re-vitalize ourselves and to reclaim our job rights, our rights as citizens and our rights as humans.