



**Executive Office**  
Telephone: 212-815-1500  
Fax: 212-815-1516

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**HENRY A. GARRIDO**  
Executive Director  
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President  
**DEBORAH A. PITTS**  
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July 25, 2018

Dear Sister/Brother,

Unfortunately, on June 27, 2018, the Supreme Court of the United States ruled in Janus vs. AFSCME Council 31 that "States and public sector unions may no longer extract agency fees from nonconsenting members." Our records show that you have not signed a membership card. If your employer hasn't already done so, they will cease your agency fee deduction and this will convert you to a non-member.

Unfortunately, our records show that you have not signed a membership card. Effective immediately, your employer is required to stop your "agency fee" deductions.

DC 37 will continue to represent you in matters directly related to collective bargaining, such as wages and benefits, contractual raises, leave time, and health insurance. But there are many crucial benefits you will no longer be eligible for and have access to unless you are a member and complete the enclosed membership card. They include casting a vote on union contracts, receiving union support in civil service career advancement, having union defense during certain categories of employer discipline at the workplace as well as eligibility for some programs that support our union members and their families outside the workplace.

Here is a detailed list of the benefits and protections you can receive only as a member of DC 37:

- Voting on union contracts, voting at union meetings, and running for union office.
- Legal representation in due process matters such as Civil Service Law 71, 72, 73, 75, and 76, including OATH hearings for both misconduct and fitness for duty.
- Advocacy during New York City Civil Service Commission Appeals (i.e., appealing civil service test disqualifications).
- Advocacy during CUNY Civil Service Commission Appeals
- Advocacy during Health and Hospital (H+H) Personnel Review Board Appeals
- DC 37 Affordable Housing Program (the Municipal Employee Housing Program)
- DC 37 Student Debt Services Workshops
- AFSCME's Free College Benefit
- Representation during Article 78 proceedings to enforce statutes or personnel rules and regulations.
- Representation at the New York City Conflict of Interest Board.

- Representation when being targeted by the Inspector General, Department of Investigation, or New York State Justice Center.
- Representation at DMV hearings for tickets and summons when operating a vehicle for work purposes.
- Representation at New York State Dept. of Health Certification Revocation hearings.
- You might not be a union member simply because you haven't been asked to sign a membership card yet. New employees are automatically coded by payroll departments as non-members until a union representative can find you and you sign up. Over the past year, we have connected with tens of thousands of non-members and moved them to membership status by having them complete a membership card.

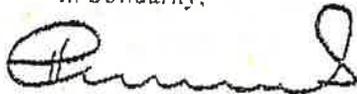
Becoming a member is easy. Simply fill out and return the enclosed membership card. If you believe that you have been identified as a non-member by mistake, fill out the card and send it in anyway, so that we can update our records.

Janus v AFSCME was always a politically-motivated case to weaken the collective power of public employees. Union dues support our mission to improve wages and benefits. Union membership is the path to democracy in action both in and out of the workplace. It is only with your partnership and support that we can continue to build strength for working families and our communities.

We hope that now that you have this information, you will make the decision to join over 100,000 of your co-workers as members and make our Union even stronger than ever.

If you would like to talk to a union representative to learn more about DC 37 membership, please call 212- 815-1010.

In Solidarity,



Henry A. Garrido

Enclosure