

IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF ILLINOIS

THERESA RIFFEY, et al.,

Plaintiffs,

v.

No.: 10-cv-02477

GOVERNOR BRUCE RAUNER,
in his official capacity as Governor of
the State of Illinois; and SEIU
HEALTHCARE ILLINOIS & INDIANA,

Judge: Honorable Manish S. Shah

Defendants.

DECLARATION OF DIANE ASHFORD

Diane Ashford hereby declares as follows:

1. I am a home care worker in the State of Illinois' Home Services Program. I am 54 years old and live in Chicago, Illinois.
2. I have been working in the Home Services Program since about May of 2014. I have provided care for the same client since I began working in the Home Services Program.
3. When I began working in the Home Services Program, the State automatically deducted fair-share fees from my wages to support my union representative, SEIU Healthcare Illinois & Indiana ("Union"). I had no objection to providing financial support for the Union. I believe that a strong union representative is necessary if home care workers are to be treated with the dignity and respect that we deserve. I believe that all home care workers should pay their fair share to support the Union because all home care workers benefit from the Union's activities. I believe the Union advocates for both home care workers and for consumers.

4. I believe the Union is about helping people, the Union has shown me how to have a stronger voice and how to advocate for myself to achieve my goals. Our current Union contract provides for pay of \$13/hour for home care workers and for the State to pay into a health benefits fund and for training. I do not believe that home care workers would have achieved this without a strong Union or that we will be able to continue to improve the status of home care workers without a strong Union.

5. I believe the classes are very useful and have made me a better home care worker. They have shown me things I did not know, such as the proper techniques to care for my consumer. I believe the classes I attended were a great opportunity to talk to other home care workers and to hear their stories. I learned a lot from the other home care workers, their stories were so inspirational and empowering. Attending training classes with other experienced and skilled home care workers made me want to do more and be a better home care worker.

6. I believe that the Union has provided me a lot of important information about policies affecting my consumer and myself, and I do not believe I would be as informed or involved without the Union. I believe the Union has taught me skills in leadership and public speaking, and valuing my own voice.

7. When I first started working in the Home Services Program I was not familiar with everything our Union does and with the importance of becoming a Union member. I attended a training class in about October of 2014 where a representative from the Union was explaining about the benefits of being a Union member, and I realized I wasn't a member yet. After the representative told me how to sign up, I signed a card to be a member and have remained a Union member since then.

8. I do not support the Harris v. Quinn lawsuit or the goal of the National Right to Work Legal Defense Fund to weaken our Union. I do not believe the named plaintiffs speak for me or represent me. I wouldn't want to get the fees I paid back, I would rather the money stay with the Union, because it is spent wisely and it's for a good cause. I believe the fees I've paid and the Union dues I pay now are an investment in home care workers. The Union's fight is my fight and I support the Union.

I declare under penalty of perjury under the laws of the United States that the foregoing is true and correct.

Executed this 28 day of 9 2015.



Diane Ashford