

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 RASHEEDAH GRAY

Rasheedah Gray hereby declares as follows:

1. I am a home care worker in the State of Illinois' Home Services Program. I am 35 years old and live in Chicago Heights, Illinois.
2. I have been working in the Home Services Program since about 2009. I have provided care for the same client since I started. I help maintain her home and personal hygiene, I cook her meals, and I accompany her to appointments.
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.

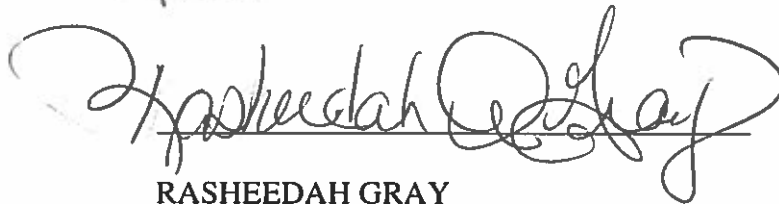
4. When I first started in the Home Services Program I was making about \$9/hour, and the increase to our current level of \$13/hour has made paying my bills easier. Our current Union contract provides for the State to pay into a health benefits fund and for training. I do not believe that home care 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. I believe the training classes have helped me become a better home care worker.

5. 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. In about 2011, Tanya, a Union representative came to my house and met with me to teach me about the Union and its mission and benefits. I decided to join the Union as a member right then, and have remained a Union member.

6. 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 firmly believe that everyone should be paying their fair share to receive Union benefits. The Union fights for us, and I believe that everyone who is not participating should not be able to receive the same benefits as those of us who actively participate in 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 September 2015.


RASHEEDAH GRAY