

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 TASHIKA HATCHETT

Tashika Hatchett hereby declares as follows:

1. I am a home care worker in the State of Illinois' Home Services Program. I am 36 years old and live in Springfield, Illinois.
2. I have been working in the Home Services Program off and on since about 1996, but most recently since about March 2010. I provide care for a former home care worker and member of our union, SEIU Healthcare Illinois & Indiana ("Union"), and part-time for my mother. The types of care I provide range from dressing, supervising bathing, cooking, cleaning, accompanying my consumer to appointments, to even helping her move.
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. At the time, I was also working for a private agency where I was a full dues-paying member of the Union. I had no objection to providing financial support for the Union, it was merely a clerical error that I was not paying full membership dues as a member in the Home Services Program. 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. Our current Union contract provides for pay of \$13/hour for home care workers, up from around \$7/hour when I first started, and for the State to pay into a health benefits fund and for training. Besides our wage increases, the health insurance for me is one of the most important benefits. I believe that because we work in the homes of our clients who might already be vulnerable or susceptible to illness, it is very important that we can take care of ourselves. 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 that the training has been very important and has made me a better caregiver. Without the Union, I do not believe that we would have the same access to training that we do now. We are the first response team for our consumers if something happens, and I have appreciated that we have been able to get CPR and first aid certified. The training gives us tools and strategies to respond to a variety of situations, which makes us as home care workers safer and ensures consumers receive the proper care. I believe that without the training, it would be very difficult for home care workers to handle emergency situations.

6. Besides what we've gained in our contracts, the Union has given me the opportunity to develop my leadership and organizing skills. I have trained as an organizer and have supported home care workers in Minnesota, Missouri, and Indiana in fighting for their rights to have a voice and a Union. Without the Union, I would not have been as aware or informed of politics and political issues that affect me and my fellow home care workers, nor would I have been as involved in local, state, and national politics.

7. When I started working in the Home Services Program again, I was very familiar with everything our Union does from being a member as a private agency home care worker. I come from a family of union members, and my grandfather was a Mason, so I know how important it is to have a union. In about November 2013, I approached my Union representative to ask about how to become a full member. I made sure to sign a card because I believe it is very important to be able to vote and have a voice and a say in the direction of the Union.

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. I was surprised that the lawsuit went as far as it did, because I fully understand the importance of paying fair share fees. I believe that the workers are the Union, and that this attack on the Union is really an attack on the workers. I believe that since we all reap the reward of the hard work of the Union, we should all contribute. I believe that the dues we pay helps us fight, and a well-resourced Union provides workers with the tools to win.

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

Executed this 4th day of August 2015.

A handwritten signature in black ink, appearing to read "Tashika Hatchett", written over a horizontal line.

Tashika Hatchett