

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.

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**DECLARATION OF LANETTE NEWMAN**

Lanette Newman hereby declares as follows:

1. I am a home care worker in the State of Illinois' Home Services Program. I am 52 years old and live in Riverdale, Illinois.
2. I have been working in the Home Services Program since about 2007. I have provided care for my son since I began working in the Home Services Program. The types of care I provide range from assisting with bathing, personal grooming, laundry, preparing meals, personal finances, housekeeping, grocery shopping, accompany him to neurological, medical and dental 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. I believe it is in large part due to the Union that I have been able to keep my home. When I first started in the Home Services Program, I earned around \$9/hour and at one point was at risk of losing my house. However, our current Union contract provides for pay of \$13/hour for home care workers, a significant increase that has made a big difference in my life. Our contract also 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.

5. I believe the classes have made me a better home care worker. When the training classes first began, I believe I took every single one. I believe the classes keep me sharp and keep me abreast of all the latest updates in home care. Even though I've come from the medical field and have a background in caregiving, I have learned many new things in the classes. For example, I took one class on lifting consumers safely and I learned that I had been lifting my son incorrectly for years. My son suffers from grand mal seizures, and if it had not been for that class, I believe I could have injured him and myself. I feel that these classes help professionalize home care, by setting standards for all home care workers, and enable us to continue to deliver high quality care.

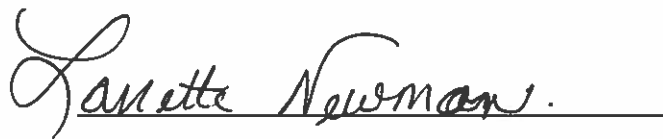
6. I believe the Union fights for home care workers and consumers. The Union has given me an opportunity to advocate on behalf of my son when speaking to elected officials about the importance of home care for him. I would never have been as involved in politics without the Union. The Union has helped me develop leadership, public speaking, organizing skills, and beyond that has given me a community of other home care workers.

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. In about 2009, I attended a training class and a representative, Tiara Lloyd, of the Union came to talk to me about the Union. I made a joke to her, "Oh so that's where these little fees are going to," and she told me about how the fees and union dues helped the Union get home care workers more pay. Then she told me more about the importance of being a member and of participating with the Union. I decided to join the Union as a member on the spot and have remained a proud member ever since.

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 don't have a personal grudge or bad feeling towards the named plaintiffs, but they do not speak for me. I stand 100% behind the Union because the Union truly stands for social and economic justice, and I believe the Union benefits me and my son.

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

Executed this 25<sup>th</sup> day of September 2015.

A handwritten signature in cursive script that reads "Lanette Newman". The signature is written in black ink and is positioned above a solid horizontal line.

Lanette Newman