

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 MILLARD STEPP

Millard Stepp hereby declares as follows:

1. I am a home care worker in the State of Illinois' Home Services Program. I am 58 years old and live in Chicago, Illinois.

2. I have been working in the Home Services Program since about 2004. I have provided care for the same client since I began working in the Home Services Program. The types of care I provide range from assisting with toileting, cleaning, laundry, cooking, medication reminders, to accompanying my client to doctors' 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 a workforce of this size needs a strong

Union to stay informed and organized. 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, a significant increase from what I was paid when I first started. Our contract also provides for the State to pay into a health benefits fund and for training. I have found the training classes to be very useful and have taken many of them, and plan to take them again in the near future. I believe these classes have made me a better caregiver.

5. 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 that the Union is necessary to keep home care workers informed of policies that affect us and our clients. I believe that without the Union, I would not be as informed of important policies, nor as involved in the political process.

6. 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. After I received literature in the mail and learned more about the Union, I decided to join the Union as a member in about September of 2009. I have remained a Union member ever since.

7. 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 represent me or my views. When I first heard about this lawsuit, I could not believe it. I do not understand and cannot relate to the named plaintiffs and their views on the Union and the fair-share fees. I believe that the fair-share fees I paid to the Union were well-worth it, and contributed to the Union's fight for wage increases and training for all home care workers.

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

Executed this 17 day of Sept 2015.

Millard A Stepp

Millard Stepp