

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 RENEE SYKES

Renee Sykes hereby declares as follows:

1. I am a home care worker in the State of Illinois' Home Services Program. I am 49 years old and live in Springfield, Illinois.
2. I have been working in the Home Services Program since about 2007. I provided care one consumer for seven years until they passed, and now I care for a new consumer.
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 the Union is a good thing, and a good source of information for all home care workers. 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 working for the Home Services Program I was making \$9.45/hour. Now that our current Union contract provides for pay of \$13/hour, I've been better able to pay my rent, bills, buy clothing for my babies, and put food on the table. 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. I did not have health insurance before the Union and now that I do have health insurance I can go to the doctor without fear of not being able to pay the bill, and can afford the medicine that is prescribed.

5. I believe the training classes are very helpful. They have taught me to be a better home care worker, and make home care work more of a profession. For example, I've taken a class on safe lifts and transfers that make sure that I don't injure my consumer or myself. I believe the classes help improve the quality of care we can give our consumers.

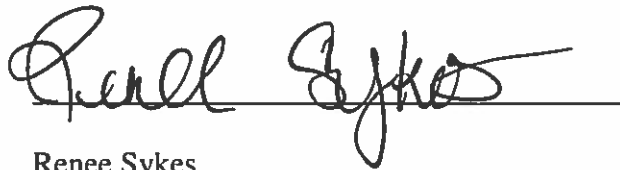
6. Without the Union, I would not have had the same opportunities to develop leadership and organizing skills. I have been able to attend some of the rallies, and it has always been important to me to be involved, but I would not have had the chance without the Union.

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. A young lady called me from the Union in about July 2010, and asked if she could come talk to me about the Union. She came to my house soon after, and I learned more about the importance of being active in the Union, and the importance of standing in unity with my fellow home care workers. I decided to join the Union as a member right then and have remained a Union member ever since.

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 don't believe the named plaintiffs truly understand all the Union does for home care workers and consumers. I disagree with the named plaintiffs, I believe that the Union is important because the Union helps home care workers care for themselves so we're better able to care for our consumers.

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

Executed this 9 day of 26 2015.

A handwritten signature in cursive script, reading "Renee Sykes", is written over a horizontal line. The signature is fluid and somewhat stylized.

Renee Sykes