

Exhibit

A



Lake County Federation of Teachers, AFT Local 504
248 Ambrogio Drive, Gurnee, IL 60031, 847-623-7725



Membership

I hereby apply to be a member of the Lake County Federation of Teachers, AFT Local 504 and authorize the Lake County Federation of Teachers, AFT Local 504 to act as my exclusive representative with my employer:

SIGNATURE: [Signature] NAME: Ariadna Ramon Baro
ADDRESS: 7005 BALDWIN AVE APT 409 CITY: WAUKEGAN
STATE: IL ZIP: 60085 HOME PHONE: () CELL PHONE: [Redacted]
SCHOOL BUILDING: WHS - Brookside JOB TITLE: Teacher
PERSONAL EMAIL ADDRESS [Redacted] SOC. SEC. NO. (LAST FOUR): [Redacted]

Annual Dues and COPE Authorization

To: School District Name/# Ariadna Ramon Baro

I authorize you to deduct from my earnings on a regular pro rata basis, and time frame as set forth in my collective bargaining agreement, the following:

1. An amount equal to the current annual membership dues as certified by the Lake County Federation of Teachers, AFT Local 504. This voluntary authorization and assignment shall be irrevocable, regardless of whether I am or remain a member of the Union, for a period of one year from the date of authorization and shall automatically renew from year to year unless I revoke this authorization by completing a revocation form between August 1 and August 31.
2. An additional twenty dollars/other: 0 (twenty dollars per year is the recommended contribution and you may enter that amount or another amount or zero, if you wish to make no contribution) per year for the Lake County Federation of Teachers Committee on Political Education (LCFT-COPE). This authorization is signed freely and voluntarily and not out of any fear of reprisal; I will not be favored or disadvantaged because I exercise this right. This authorization shall continue in effect from year to year unless terminated by me by written notification to the LCFT-COPE.

These amounts shall be paid to the Lake County Federation of Teachers and the LCFT-COPE separately and may be used to make political contributions by AFT/COPE. These authorizations shall continue in effect from year to year unless terminated by me as indicated above or upon termination of my employment in the District.

Payments to the Union are not deductible as charitable donations for federal income tax purposes. However, they may be tax deductible as ordinary and necessary business expenses.

SIGNATURE: [Signature] DATE: 08/20/2019

Return this form to the Union Office. The Union Office will forward appropriate copies to your District. Retain pink copy



Exhibit

B

ARIADNA RAMON BARO
1005 BALDWIN AVE APT. 401
WAUKEGAN, IL 60085

XXXXXX

DISTRICT 60 - WAUKEGAN
1201 N SHERIDAN RD HUMAN RESOURCES/PAYROLL
WAUKEGAN, IL 60085-2081



August 30, 2019

Dear Sir or Madam:

Effective immediately, I resign my membership from the Union and all affiliated unions and wish to be considered a nonmember.

Per the U.S. Supreme Court's decision in Janus v. AFSCME, I cannot be required to pay any dues or fees to a union to maintain my job.

Therefore, neither the Union nor my Employer is authorized to enforce any authorization I previously gave or may be perceived to have given pursuant to a signed authorization form, or any authorization that Employer has inferred on my behalf, allowing Employer to make an automatic payroll deduction for Union dues or fees.

Furthermore, any restriction on the timing of revoking a dues/fees deduction is invalid because any previous authorization was signed under a framework Janus declared unconstitutional.

If you refuse to accept this letter as both an effective resignation and my immediate revocation of the automatic dues or fees deduction, please inform me immediately, in writing, of exactly what must be done to revoke my automatic dues or fees deduction authorization and resign my membership in the Union.

Please respond promptly. Any further collection of dues or fees will constitute a violation of my rights under the U.S. Constitution.

Sincerely,
/S/ Ariadna Ramon Baro
1005 Baldwin ave Apt. 401
Waukegan, Illinois 60085



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Exhibit

C

ARIADNA RAMON BARO
1005 BALDWIN AVE APT. 401
WAUKEGAN, IL 60085

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ILLINOIS FEDERATION OF TEACHERS (IFT)
PO BOX 390 500 OAKMONT LANE
WESTMONT, IL 60559-0390



August 30, 2019

Dear Sir or Madam:

Effective immediately, I resign my membership from the Union and all affiliated unions and wish to be considered a nonmember.

Per the U.S. Supreme Court’s decision in Janus v. AFSCME, I cannot be required to pay any dues or fees to a union to maintain my job.

Therefore, neither the Union nor my Employer is authorized to enforce any authorization I previously gave or may be perceived to have given pursuant to a signed authorization form, or any authorization that Employer has inferred on my behalf, allowing Employer to make an automatic payroll deduction for Union dues or fees.

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Sincerely,
/S/ Ariadna Ramon Baro
1005 Baldwin ave Apt. 401
Waukegan, Illinois 60085



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Exhibit

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Union membership Safata d'entrada x ✕ 🖨️ 📧


 **Cara Wyatt** <cwyatt@wps60.org> dv., 13 de set. 2019 13:58 ☆ ↶ ⋮
per a Michael, Daniel, Michelle, Will, Michael, Amy, Daniel, Amanda, Mark, Germain, James, Christine, Elmira, Diane, David, Adam, Carlos, Carol, Dan, mi, Yesim, Adam, Mic

🌐 anglès ▾ > català ▾ [Tradueix el missatge](#) Desactiva per a: anglès x

Hi all,
I am contacting you to extend an invitation to join the Waukegan teacher's union. Next year our contract will expire and we will enter negotiations once again. Being a member gives you a voice in the new contract. Additionally there are other perks to union membership such as very cheap classes you can take in order to earn credits to move salary lanes. If you would like to sign up please contact one of the reps below. They will issue you a form to complete.

Wishing you a successful year!

Cara Wyatt Head rep
Nate Weber
Laris Hazners
Deb Rakestraw
Mike Regnier VP

 **Nathaniel Weber** <nweber@wps60.org> dv., 13 de set. 2019 14:04 ☆ ↶ ⋮
per a Cara, Michael, Daniel, Michelle, Will, Michael, Amy, Daniel, Amanda, Mark, Germain, James, Christine, Elmira, Diane, David, Adam, Carlos, Carol, Dan, mi, Yesim, Adar

🌐 anglès ▾ > català ▾ [Tradueix el missatge](#) Desactiva per a: anglès x

In addition, we have union sign-up forms that you can fill out. Just to clarify, you will pay union dues regardless whether or not you are a member. As Cara stated, membership gives you a voice in the contract as well as PD opportunities as well as other perks. Let us know if you would like one of those forms and one will be placed in your mailbox.

—
Nate Weber
Waukegan High School - Brookside Campus
Lead Teacher
Asst Freshman Boys Soccer Coach

Exhibit

E



Andrew Friedlieb

per a mi ▾

📧 10:51 (fa 2 minuts) ☆ ↶ ⋮

🌐 anglès ▾ > català ▾ Tradueix el missatge

Desactiva per a: anglès ×

Hi Ms. Ramon Baro,

I have attached a copy of your membership form that you filled out on August 20th of this year. It states on the form under #1 at the bottom that "This voluntary authorization and assignment shall be irrevocable of whether I am or remain a member of the Union for a period of one year from the date of authorization and shall renew from year to year unless I revoke this authorization by completing a revocation form between August 1 and August 31."

I am sorry that you got misinformation but once this form was turned in, you became a dues payer for at least 1 year. Also, to deactivate, it requires a revocation form filled out in the month of August and not just a letter that was not actually sent to me. I personally did not see your letters until last Friday. If you still feel like deactivating your membership, I suggest coming to the LCFT in August and filling out the appropriate form. Let me know if you have any other questions,

Andy Friedlieb
President
Waukegan Teachers Council

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