

Are you a home healthcare provider who signed a form asking for SEIU Healthcare Michigan to represent you? Have you since decided you want to withdraw support, but don't know how?

We can help!

SEIU HCMI is currently gathering signatures to express support for unionization. Many caregivers aren't being given the full information about this union drive. For example, did you know that:

- You aren't guaranteed a vote on whether SEIU HCMI represents you. If you signed a union card, you have agreed that SEIU HCMI can bypass an election if the Michigan Department of Health and Human Services agrees one isn't necessary.
- If SEIU HCMI is selected to represent you, you lose the ability to negotiate on your own behalf, even if you vote against the union.
- SEIU HCMI has no power to actually bargain on your behalf, since home healthcare stipends are set by state and federal policy. Because the program is managed by the Michigan Legislature, SEIU HCMI can't actually negotiate for changes. It can only lobby lawmakers.
- If you become a member of SEIU HCMI, you are bound by SEIU International's constitution and bylaws. That means that some of your local dues can be directed toward the SEIU's political spending through its PAC.
- If you become a member, your dues will likely be deducted directly from your stipend before you even receive it. That means you'll be receiving less money in every check.
- While SEIU HCMI claims dues are capped at \$660.00 per year, those dues can be increased based on the vote of other home healthcare workers.
- SEIU HCMI has tried to siphon dues from home healthcare workers' stipends before. Between 2005 and 2012, the union successfully skimmed approximately \$34 million from workers like you.
- In 2012, the last time home healthcare workers were unionized, the Michigan Legislature approved around \$300 million in funding for home health programs. In the decade since, the Legislature has increased funding to around \$600 million, even without a union.
- Unions have tried to revive dues skim before. In 2012, unions tried to pass a constitutional amendment to unionize home healthcare workers through a constitutional amendment. That amendment failed 56% to 44%, despite unions spending almost \$17 million to support it. SEIU HCMI was fined almost \$200,000.00, the second largest fine in Michigan campaign finance history at the time, for concealing how it bankrolled that amendment.

If you signed a union card, but want to withdraw your support for SEIU HCMI, feel free to use the form letter below.

SEIU Home Care Workers United

Sent Via E-mail

2888 W. Grand Blvd.  
Detroit, MI 48202  
[homecare@seiuhealthcaremi.org](mailto:homecare@seiuhealthcaremi.org)

SEIU Healthcare Michigan  
3031 W. Grand Blvd., STE 555  
Detroit, MI 48202  
[info@seiuhealthcaremi.org](mailto:info@seiuhealthcaremi.org)

Jennifer Root, Executive Director  
SEIU Michigan  
P.O. Box 13082  
Lansing, MI 48901  
[Jennifer.root@seiumisc.org](mailto:Jennifer.root@seiumisc.org)

Elizabeth Hertel, Director  
Michigan Department of Health and Human Services  
333 S. Grand Ave.  
P.O. Box 30195  
Lansing, MI 48909  
[HertelE@michigan.gov](mailto:HertelE@michigan.gov)

Michigan Employment Relations Commission  
Cadillac Place  
3026 W. Grand Boulevard, Suite 2-750  
PO Box 02988  
Detroit, MI 48202-2988  
[Merc-elections@michigan.gov](mailto:Merc-elections@michigan.gov)

***Re: Withdrawing my Showing of Interest and/or Membership and Dues Deduction  
Authorization for SEIU Healthcare Michigan and its Affiliates***

To Whom it may Concern:

My name is \_\_\_\_\_, and I am contacting you regarding my signature on a Michigan Home Care Workers United Authorization form. Previously, I signed that form, thereby authorizing the Service Employees International Union Healthcare Michigan and its successor or assigns (SEIU HCMI) to act as my bargaining representative in collective bargaining with the Director of the Michigan Department of Health and Human Services (MDHHS).

I hereby withdraw my signature. I no longer have any interest in SEIU HCMI serving as my representative in collective bargaining. I also no longer authorize SEIU HCMI to use my authorization card to seek an election or voluntary recognition from MDHHS. My signature should not be used or counted for these purposes.

To the extent I also agreed to become a member of SEIU HCMI, I hereby withdraw my membership. With this letter, I explicitly reject membership in SEIU HCMI and in all of its affiliates. In accordance with my rights under the United States Supreme Court's decision in *Janus v. AFSCME*, 585 U.S. 878 (2018), I hereby decline to pay dues or fees to SEIU HCMI or its

affiliates. I specifically deny any permission for payroll withholding, deductions, checkoffs, or other forms of payment or dues or fees to SEIU HCMI or its affiliates. I recognize that I retain these rights pursuant to *Janus* regardless of Michigan's repeal of its right-to-work law, as acknowledged in the current Public Employment Relations Act. See MCL 423.210(5)(a).

If you refuse to comply with any request made in this letter, please inform me of the reason for each such refusal and provide copies of documents on which such reasons are based.

Please be aware that my right to refuse membership in SEIU HCMI and its affiliates, and to refuse payment of dues or fees, is a constitutionally protected right under the *Janus* decision. If I am denied that right, I may take legal action to enforce my rights

Sincerely,

Name

Address

Additional Contact Information (optional)

CC:

Mackinac Center Legal Foundation  
140 W. Main Street  
Midland, MI 48640  
989-698-1956  
[info@michiganunionoptout.com](mailto:info@michiganunionoptout.com)