

Are you a home healthcare provider who was asked to vote on whether SEIU Healthcare of Michigan (SEIU HCMI) would represent you? Since that time, the SEIU HCMI has won an election to represent you. Of the 31,616 home healthcare providers, 4,025 ballots were cast in favor of SEIU Healthcare of Michigan representing the unit (12.7% of the people in the unit), and 1,502 (4.7% of the people in the unit) voted for no union. Even though less than 13% of the providers voted for the union, it now represents you.

You can now become a member of the union and pay dues. But you do not have to unless you choose to. These are some facts that might help you make your decision:

- 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.
- Because the care takes place in the homes of the people receiving the care, SEIU HCMI cannot bargain for improved workplace conditions.
- If you choose to be 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 increased funding to around \$600 million, even without a union.

To indicate that you do not want to be a member of SEIU HCMI, or to withdraw membership if you have already become a member, feel free to use the form letter below:

SEIU Home Care Workers United  
2888 W. Grand Blvd.  
Detroit, MI 48202  
[homecare@seiuhealthcaremi.org](mailto:homecare@seiuhealthcaremi.org)

Sent Via E-mail

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  
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Elizabeth Hertel, Director  
Michigan Department of Health and Human Services  
333 S. Grand Ave.  
P.O. Box 30195  
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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: Denial of Membership and Dues Deduction Authorization for SEIU Healthcare of Michigan and its Affiliates***

To Whom it may Concern:

My name is \_\_\_\_\_, and I am a home healthcare worker in the bargaining unit recently certified to be represented by SEIU Healthcare of Michigan.

I hereby let it be known that I do not want to be a member of SEIU HCMI. I do not want to pay dues and I do not authorize SEIU HCMI to deduct dues or fees.

If I have previously 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)