



# IT'S TIME TO UNDO TIER 2

## What is Tier 2?

If your first employment at a school district or higher education institution was after January 1, 2011, you are in Tier 2 of the state's pension systems. What does this mean? It means that you pay the same amount toward your retirement as those hired before January 1, 2011, but your retirement benefits are significantly diminished.

TRS	Tier 1	Tier 2
When can you retire (for full benefits)?	60 / <b>55</b> with 35 years of service	<b>67</b> with 10 years service
How is my retirement benefit calculated?	Average of the highest earnings over <b>four years</b> in your consecutive last 10 years of service	Average of the highest earnings over <b>eight years</b> in your consecutive last 10 years of service
What is the amount of my annual pension increase?	3% compounded annually	Lower of 3% (compounded annually) OR one-half of increase in Consumer Price Index (your pension will <b>not keep up with average inflation</b> ).
What is the relationship to Safe Harbor laws?	Does not violate Safe Harbor - better than Social Security.	Tier 2 <u>will</u> <b>violate federal safe harbor laws</b> - potentially requires social security for members

## What's the Fix?

Governor Pritzker will refuse to sign pension reform legislation that does not meet three criteria:

1. Pension must be fully funded
2. No credit downgrade from the bond rating agencies
3. No state revenue increases

**SB1937 Amendment II met these criteria in the following ways:**

<input checked="" type="checkbox"/>	The <b>Governor's requested pension fund increase</b> has already taken effect - and will help fund Tier 2 changes.
<input checked="" type="checkbox"/>	Once Illinois pays off its <b>Pension Obligation Bonds</b> , the same payments can be shifted to Tier 2 - resulting in a <b>credit-neutral</b> funding solution.
<input checked="" type="checkbox"/>	The <b>safe harbor fund</b> (Illinois has millions set aside for when the state is inevitably sued for violating safe harbor provisions) will instead be used to fill the <b>funding gap</b> in the short term while bonds expire.




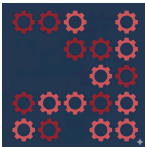

## Demands Met but No Progress

Despite meeting a list of demands, Governor Pritzker has refused to publicly support IEA's proposed Tier 2 fix. The Illinois General Assembly has refused to bring either bill out of committee. IEA's top lobbyists now say there is nothing left they can do to advance Tier 2 legislation unless the Governor is forced to the negotiating table.



## What if it's Not Fixed?

Tier 2's lesser benefits make it harder to recruit and retain public employees for key roles in our community, resulting in worse services for residents. Already, more than 50% of public servants are in Tier 2. Fixing Tier 2 means investing in a stronger state with better services for all.

<b>Most public servants remain in an unfair pension system</b>	<b>Tier 2 contributes to shortage</b>	<b>Opens Tier 2 pensions to federal takeover</b>
		



## Take Action!

Sign the confidential petition to join tens of thousands of educators in our last option to Undo Tier 2

Talk to your coworkers about signing the Commitment to Undo Tier 2 Petition. Each local needs 75% of members signed on if Tier 2 legislation can advance.

Read the materials to prepare yourself for conversations with your colleagues.

Stay informed - Text **WEAREONE** to **235346**



## Join the Fight!

The Illinois Education Association is the largest labor union in Illinois with over 135,000 members. In order to use that collective power for change, we need you to get active! Please contact your GPA to ask how you can be part of the solution to Undo Tier 2 - they will provide you with specific action steps you can take along with resources to support your efforts.



# ORGANIZING PLAN

The goal of this plan is to build collective power within IEA and demand Tier 2 reform. The worst-case scenario is a strike, but it is an action the union must be willing to take if necessary.

## PHASE 1 - MAKE THE ASK

### Organizing Front

Confidential petition distributed within locals

Petition “completed” when a local has:

**75% of members signed on**

Phase 2 Trigger:

**51% of all IEA locals** have completed petitions

### Mobilizing Front

**IEA lobbyists push for legislative Tier 2 Fix**

Members continue contacting state representatives and state senators

Local leaders educate membership on inequitable Tier 2 pension system

## PHASE 2 - PHOTO PETITION

Public photo petition distributed on social media

Phase 3 Trigger:

**75% of all IEA locals** have completed petitions

**IEA lobbyists push for legislative Tier 2 fix**

We Are One coalition remobilized

## PHASE 3

## -COLLECTIVE ACTION-

## PHASE 4

### Statewide Sick Out (1 Day)

Phase 4 Trigger:

**85% of locals** complete petition

### Statewide Strike

Timed with legislative session and IEA-backed proposal  
Strike concludes when Tier 2 legislation passed by General Assembly and signed by Governor





# IT'S TIME TO UNDO TIER 2

## Old Labor vs. New Labor

Advocacy doesn't involve ordinary people in any real way; lawyers, pollsters, researchers, and communications firms are engaged to wage the battle. But advocacy fails to use the only concrete advantage ordinary people have over elites: large numbers. In workplace strikes, at the ballot box, or in nonviolent civil disobedience, strategically deployed masses have long been the unique weapon of ordinary people. The 1 percent have a vast armory of material resources and political special forces, but the 99 percent have an army\*. Corporations and political leaders are afraid of the power of collective action and have worked tirelessly to make the word "strike" an ugly one; paying to frame the action as selfish, illegal, and unwise. The reality is that the strike IS the primary tool of a union, and we have largely agreed to not use that tool under any circumstance, even one as dire as working for an additional 12 years of our lives.

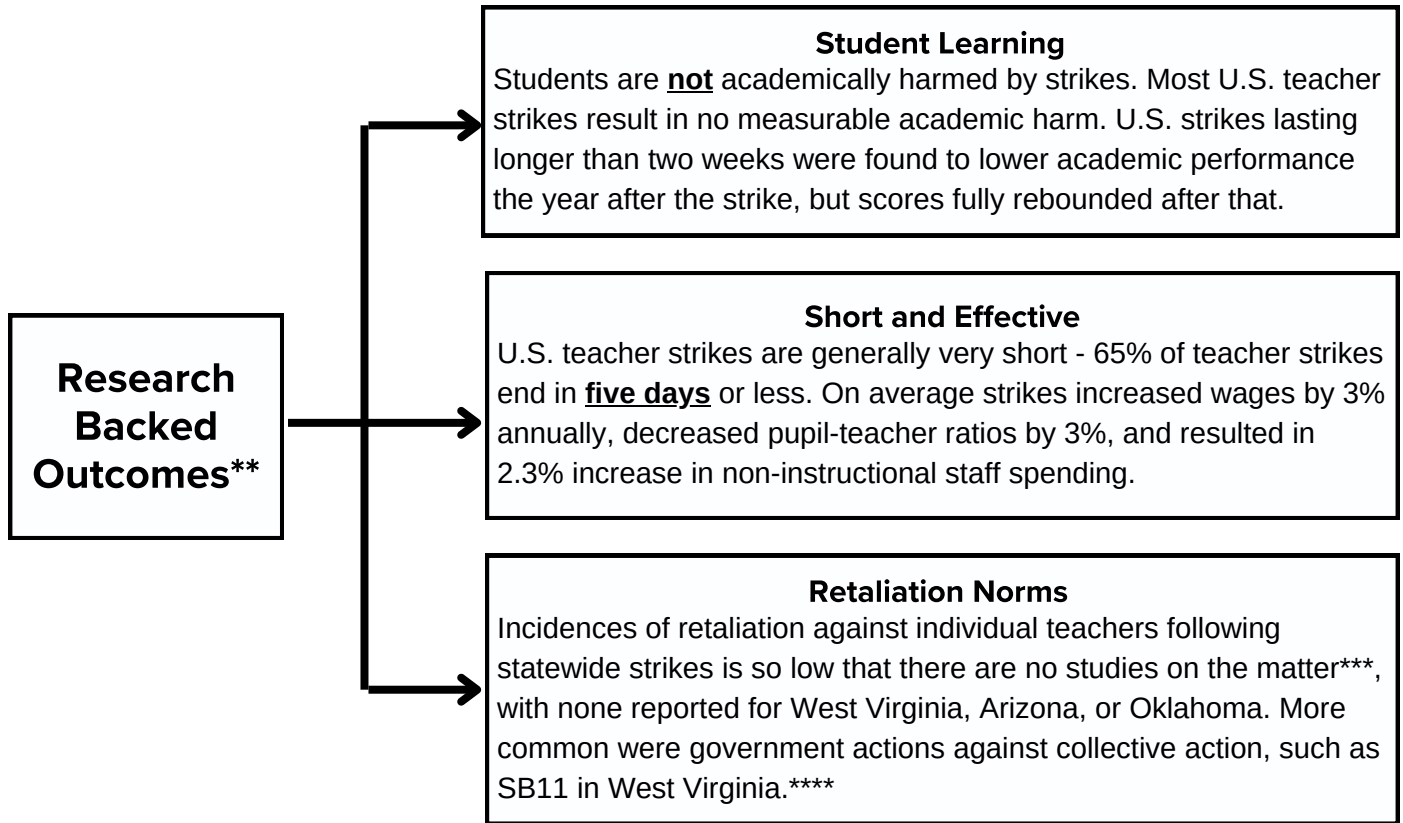
	Old Labor "Organizing"	New Labor "Mobilizing"
Focus:	Recruitment of large numbers of people whose power is derived from their ability to withdraw labor or other cooperation	High visibility publicity offenses (social media ads, rallies, witness slip drives, etc.) geared towards brand damage whose power relies on the leaders who craft the message
Action:	<ul style="list-style-type: none"> <li>• Supermajority strikes</li> <li>• Sustained nonviolent direct action</li> <li>• Action occurs at the workplace</li> </ul>	<ul style="list-style-type: none"> <li>• Back-room negotiations with lawmakers</li> <li>• Fight policy in the courts</li> <li>• Action moves away from the workplace</li> </ul>
Who's Involved:	<ul style="list-style-type: none"> <li>• Rank and file membership</li> <li>• Organic leaders, person to person recruitment</li> </ul>	<ul style="list-style-type: none"> <li>• Professional and primarily "elite" staff</li> <li>• Grassroots activists</li> </ul>
Scorecard:	<ul style="list-style-type: none"> <li>• Creation of workplace benefits such as health insurance, sick leave, workman's comp, safety regulations</li> <li>• 80-100 hour work weeks became 40 hour work weeks</li> <li>• The "weekend" as non-labor days</li> <li>• Civil Rights Movement towards enfranchisement</li> </ul>	<ul style="list-style-type: none"> <li>• Ceded control of the workplace and instead focus narrowly on wages and material benefits (increased salary)</li> <li>• Unions in decline (from 14.9% → 11.3%)</li> <li>• Rewarded corporations by helping them increase their government subsidies and decrease their taxes</li> </ul>

\*No Shortcuts: Organizing for Power in the New Gilded Age. Jane F. McAlevey

# Strike Outcomes



A strike is the most powerful tool at a union's disposal. It is also widely feared. In recent years, strikes have begun to encompass sweeping social issues. The good news? New research\* finds that labor stoppages lead to more benefits, without harming student learning.



\*US Teacher Strikes Were Good, Actually. Vox. Rachel Cohen Booth.

\*\*The Causes and Consequences of U.S. Teacher Strikes. National Bureau of Economic Research. Melissa Lyon, Matthew Kraft, & Matthew Steinberg

\*\*\*West Virginia Teachers' Triumph Offer Fresh Hope for US Workers' Rights. The Guardian. Mike Elk.

\*\*\*\*West Virginia Senate Passes Anti-Strike Bill, Teacher Unions Call It Retaliation. WVPB. Dave Mistich.

## Take Action!

Sign the Commitment to Undo Tier 2 Petition to indicate your willingness to stand up for our system (it's confidential!)

Talk to other local members about the petition!

Contact your GPA to access talking points that will help prepare you for conversations with your colleagues!

Join the Fight! Scan this QR Code to be the first to know new developments and be on the front lines for collective action:



# Successful Illegal Strikes



Teacher strikes have historically been about higher wages and better working conditions. In 2018, unions began fighting for more school funding from their state legislatures. Strikes have increasingly become “illegal” and administrations have pushed no-strike clauses into contracts with the express purpose of taking away the most effective tool unions have in negotiations. The reality is that if a supermajority of teachers strike, enforcing repercussions would be virtually impossible.

## West Virginia (2018)

- A 9 day, 20,000 member strong wildcat strike achieved:

<input checked="" type="checkbox"/>	5% statewide pay raise
<input checked="" type="checkbox"/>	Five year health insurance premium freeze
<input checked="" type="checkbox"/>	Strengthened and inspired labor movements across the country

## Arizona (2018)

- A 6 day, 81,000 member strong illegal strike achieved:

<input checked="" type="checkbox"/>	20% statewide pay raise
<input checked="" type="checkbox"/>	\$138 Million in additional educational funding
<input checked="" type="checkbox"/>	Increased membership engagement afterwards continued to drive a successful voter initiative for Prop. 208

## Oklahoma (2018)

- An 11 day, 45,000 member strike, approved by union leadership, achieved:

<input checked="" type="checkbox"/>	Statewide \$10,000 salary raise for teachers, and \$1,250 salary raise for support staff
<input checked="" type="checkbox"/>	Increased public funding for schools
<input checked="" type="checkbox"/>	Of the 10 representatives who voted against strike demands, eight lost their seats

## Hawaii (2001)

- A 20 day, 13,000 member strike, achieved:

<input checked="" type="checkbox"/>	All but one public school in the entire state closed due to the work stoppage = 99% teacher participation
<input checked="" type="checkbox"/>	10% statewide pay raise over two years, plus one time \$1,100 compensation for each teacher
<input checked="" type="checkbox"/>	Four instructional days converted to professional development days

## Commercial Actors Strike (2000)

- A six month, 135,000 member (legal) strike, achieved:

<input checked="" type="checkbox"/>	41% gain in performers commercial earnings over the following 4 years
<input checked="" type="checkbox"/>	Stopped rollbacks from employers
<input checked="" type="checkbox"/>	Became the highest grossing contract of any performers union

## United Mine Workers of America Strike (1946)

- An eight month, 400,000 member federally illegal strike, achieved:

<input checked="" type="checkbox"/>	Executive agreement with President Truman for a Federal Mine Safety Code
<input checked="" type="checkbox"/>	Robust retirement and health insurance plans funded by Congress and implemented
<input checked="" type="checkbox"/>	Standardized 5 day work-week for mine workers



# IT'S TIME TO UNDO TIER 2

## United Unions are Strong Unions

Tier 2 creates division within all public sector labor unions in Illinois. Tier 1 and Tier 2 employees perform the same work, but are rewarded differently. Currently, union membership is at near-record lows in Illinois. The decrease in union membership has intensified since the **Illinois Policy Institute** successfully argued before the U.S. Supreme Court in *Janus v AFSCME (2018)* that fair share union dues are unconstitutional. Illinois Policy Institute followed up by defeating the progressive “Fair Tax” in Illinois. Their next push: obliterating Tier 1 pensions. The best defense against Illinois Policy Institute’s ambitious plan is to unite all public sector employees.

## Tier 1 Protections

### ***Protection by the Illinois Constitution***

Article XIII, Section 5: “*Membership in any pension or retirement system of the State, any unit of local government or school district, or any agency or instrumentality thereof, shall be an enforceable contractual relationship, the benefits of which shall not be diminished or impaired.*”

This protection has been interpreted by the Illinois Supreme Court via *In re Pension Reform Litigation (2015)* to apply as soon as an individual starts working in a position covered by a public retirement system. This case resulted from legislation that the Democratic IL House and Senate tried to pass legislation reducing Tier 1 benefits. This means that **pension benefits cannot be diminished**.

### ***Who is protected?***

Currently, **only Tier 1** employees are protected by this clause. Federal law prohibits state pension systems to be worse than Social Security, and Tier 2 is currently in violation of those laws. Tier 1 public employees represent about 7% of the Illinois workforce.

### ***Illinois Policy Institute’s plan to destroy Tier 1***

A constitutional amendment is required to reduce Tier 1 benefits. Illinois Policy Institute has been working on the push\* for such an amendment since 2022. Their goal: remove these protections from the constitution during the next possible constitutional convention in Illinois: **Nov. 2028**.

\*Illinois Policy Institute, 2022. <https://www.illinoispolicy.org/reports/fixing-illinois-pension-crisis-by-amending-nations-most-restrictive-pension-law-is-legal-effective/>

# Tier 1 in Jeopardy

Tier 1 is under threat by the highly influential Illinois Policy Institute, which has identified Tier 1 pensions as posing a financial crisis for Illinois. The following is their 4-step plan to pull it off.

## Step 1 - Educate Public

After successfully leading the marketing push that led to Illinois voters rejecting the Fair Tax - which was designed to reduce the taxes of 97% of Illinoisans - Illinois Policy Institute is shifting their focus to marketing against Tier 1 pensions. The groundwork for this marketing campaign has already been laid and can be accessed online right now.\* Their marketing will focus around three core ideas:

- Tier 1 pension benefits are unsustainable and **jeopardize the solvency of Tier 2 pensions**
- Offering **pension choice** will improve pensions for most public employees (all Tier 2 employees)
- Passing a constitutional amendment will **prevent financial crisis** in Illinois

## Step 2 - Unite Coalition

Illinois Policy Institute is a nonpartisan organization with libertarian policy beliefs. They have had success influencing both Republican and Democratic law makers and voters. Their most notable goal for a **new coalition partner: Tier 2 public employees**. By acknowledging the current divide in public unions, Illinois Policy Institute hopes to cut off the ability of unions to use their best tool for fighting against pension reduction: work stoppages, which require 75% of local membership to approve.

## Step 3 - Open Constitutional Convention

The Illinois Constitution can be amended in two ways: through a 3/5ths vote in both chambers of the General Assembly followed by a popular vote, or through approving a constitutional convention every 20 years initiated by the people. The next time Illinoisans will vote on whether to open up the constitution is **November 2028**. Illinois Policy Institute is counting on **93% of the Illinois workforce** to rally against Tier 1 public employees to open up the convention and amend Article XIII, Section 5 of the Illinois Constitution.

## Step 4 - Pass new law reducing Tier 1 benefits

Illinois Policy Institute will help lobby for the passage of new pension reform - similar to the push that led to the creation of Tier 2 - that would **strip still-working Tier 1 employees of their benefits**. Governor Pritzker's focus on keeping a balanced budget means he is unlikely to oppose a bill at this stage.

# Protection Through Solidarity

Every year, a smaller and smaller percentage of public employees will be protected by Article XIII, Section 5. The best defense against Illinois Policy Institute's plan to destroy Tier 1 pensions is to unite around the Undo Tier 2 movement; to **ensure all Tier 2 employees have a reason to fight to keep Article XIII, Section 5 intact - not just for themselves, but for all future educators.**



# IT'S TIME TO UNDO TIER 2

Research-backed\* strategies to increase your chances at leading a successful organizing conversation\*\*.

## The 6-Step Organizing Conversation

### 1. Introduction

#### ○ Introduce yourself and set the context for the discussion

- *“Hi, I’m \_\_\_\_\_. Have you heard about what’s happening with our teacher retirement system and Tier 2 legislation? We are talking to all IEA members over the next several months about how we can build enough power this year to win Tier 2 pension reform and protections.”*

### 2. The Stakes

#### ○ Find out which work issues are most important to them and set the stakes if they do not act

- *“For you, what are some of the most important issues facing the teaching profession across the state? How do you think the government should be addressing those issues?”*
- *“If nothing is done, all Tier 2 teachers will have to work an extra 12 years compared to their Tier 1 counterparts. Their pension will rapidly lose buying power, as their payments only increase 3% or half of CPI - whichever is lower (which means that no matter what, pensions will not keep up with inflation). Currently this is worse than Social Security, which means the government will eventually be forced to redo our pension system, and who knows what will happen then.”*
- *“We already have people vested in Tier 2 pension that are retiring. This is no longer an issue for tomorrow. It is a NOW issue.”*

### 3. Vision

#### ○ Inform and communicate the “plan to win”.

- *“True union power has always come from collective organizing.” Bring them through [Old Labor vs New Labor](#) and [Illegal Strikes](#) handouts. This will introduce them to the historical context of striking.*
- *“The next step to you winning Tier 2 Reform starts with you signing the [Commitment to Undo Tier 2 Petition](#), and making sure a majority of members in your school do as well. Here’s an example of what it will look like” [SHOW: [Petition](#) and [Organizing Plan](#) infographic]*
- *“So far, \_\_\_\_% of locals have already taken collective action by getting a majority of their members to sign. Don’t you think it will mean more to everyone in the state when they see you and 75% of your co-workers uniting together for ALL teachers?”*
- *“When Governor Pritzker and the General Assembly see that a super majority of educators are committed to these demands, you have a significantly better chance of winning real reform that suits teachers, rather than a quick fix that only narrowly addresses the safe harbor violation. There are milestones you can help reach that will avoid the worst outcomes.”*

- *“In Phase One of this organizing strategy, the petition will remain confidential until a majority of teachers across the state have added their signatures to the petition, at which point the next step will be publishing a photo-petition of workers who have added their signature.”*
- *“Once 75% of locals joined onto the petition; phase two will be holding a majority “Sick-out” with you, me, our coworkers, and tens of thousands of teachers across the state.”*
  - *“The sickout will draw considerable attention and scrutiny. IEA locals that have not been contacted yet will now be aware. Once we achieve 85% of locals who have reached super-majority participation, we will collectively announce and file 10 day notice-to-strike forms with our local administrations to hold a majority picket with more than 90,000 educators and community members. This action will be timed in accordance with the General Assembly’s legislative sessions to allow for our government to do the right thing and finally protect public employees retirement.”*

#### 4. The Ask

- **Ask them to join.** If yes, continue to 5. If no, refer to [Tips for Impactful Conversations](#) to find out why they do not want to sign on. Refer to [Talking Points](#) handout for common arguments against the action.
  - *“You care about [their concern], but that concern will not be addressed if legislators and the governor do not believe in our collective power.”*
  - *“Are you ready to fight for Tier 2 pension reform and add your signature to the petition?”*
  - Remain silent until they respond.
  - This is the “difficult” part of the conversation, and requires the most preparation. Refer to the [Talking Points](#) handout to help guide you through difficult and common questions.

#### 5. Prepare Them

- **Are they prepared to commit?** A signature means little if it won’t be followed by action.
  - *“What do you think your administration will say after the photo-petition is publicized and they learn that your local intends to join the statewide effort to Undo Tier 2?” [let them answer. Respond in kind, or if they “don’t know”, offer the following]:*
  - *“The administration will say that the collective bargaining agreement has a no-strike clause and that a strike would be illegal. They will say that the teachers’ selfish efforts are going to lead to a loss of learning for kids, and that our fight for pension reform shouldn’t impact the children.”*
  - *“Why do you think admin will respond this way?”*
  - *“The administration is scared of the power that workers have when they come together. They want to divide workers from each other so that you don’t have the power to win on any of the issues most important to you as a local, or to the teaching profession here in Illinois.”*

#### 6. Next Steps

- **Give them something to do.** You don’t have the time to talk to everyone, they need to carry the torch. Make sure they know you will **follow up** to check on their progress.
  - *“The first step was you adding your signature to the petition and taking a photo. The next step is making sure everyone in your building adds their signature to the petition. Here’s how I made sure that happened at my school:*
    - *I took the lead on getting the teachers in my department to sign the petition.*
    - *I approached 5 more people - each respected members of their departments, and asked them to do the same for their own department. I offered to help them if it would make them more comfortable.*
    - *I followed up with those people and encouraged them to set specific time frames for when they would have conversations with their coworkers. This created accountability and made it easier for me to remember to check in.”*
  - *“Who do you think you can work with in your unit to get a majority of workers ready to stand together for fair wages and benefits and safe worksites?”*
  - *“How many days do you think you need to talk to them and when can I follow up with you?”*

# Tips *for* Impactful Conversations







Trying to convince others to sign onto a strike pledge can be intimidating. Included in this handout are strategies to have more persuasive conversations with your colleagues and responses to common concerns people have when hearing about the petition.











Conversation Strategy	Description	Example
Ask “How” and “What” Questions	<b>Ask open-ended questions</b> (How and What questions) to better understand them and discourage miscommunication	<ul style="list-style-type: none"> <li>● “What do you think is a fair fix for Tier 2?”</li> <li>● “How would your school hire a replacement for you if 90,000 other educators also joined the strike?”</li> </ul>
Labeling	Use phrases like “ <b>It sounds like...</b> ”, “It seems like...”, and “It looks like...” to describe <i>their feelings</i> . It helps build empathy and establishes that you are listening.	<ul style="list-style-type: none"> <li>● “It seems like you are scared of repercussions from your district.”</li> <li>● “It sounds like you believe there is a more promising strategy for fixing Tier 2.”</li> </ul>
Mirror Words	<b>Repeat key phrases</b> they say, often with a questioning tone. This shows you are listening and gets them to elaborate on their thoughts.	<ul style="list-style-type: none"> <li>● “Impossible?” (repeated after “This plan is impossible.”)</li> <li>● “Somewhere?” (repeated after “Tier 2 is not so bad. Money for pensions have to come from somewhere.”)</li> </ul>
Get to “No”	Real conversations are not one-way streets. If they are going to be allies in this effort, they need to feel comfortable expressing their true feelings. <b>The worst outcome is many people saying “yes” when they really mean “no”.</b>	<ul style="list-style-type: none"> <li>● “Now that we’ve reviewed Tier 2 vs Tier 1 pensions, do you believe Tier 2 is a fair system?”</li> <li>● “Do you believe that the Union pursuing the same strategy again will yield different results?”</li> <li>● “Do you disagree with the teacher strikes that took place in West Virginia, Arizona, and Oklahoma?”</li> </ul>
YOU first language	The free-rider problem is a major obstacle to collective action. Using words like “we”, “us”, and “the union” makes it sound like they don’t have to contribute. Focus your ask and words around “YOU” - make the person you are talking to a central part of the plan.	<ul style="list-style-type: none"> <li>● “Are you ready to fight for Tier 2 pension reform and add your signature to the petition?”</li> </ul>
Be Human	You are asking them to do a scary, tough, BIG thing. They have every reason to be emotional and resistant. Meet their energy with reassurance and empathy.	<ul style="list-style-type: none"> <li>● “It is both fair and understandable to be nervous about signing the petition. What about this plan is most worrying to you?”</li> </ul>

Strategies from: \*Never Split the Difference by Chris Voss and Tahl Raz \*\*A Collective Bargain by Jane F. McAlevey

# Talking Points

No two conversations are alike. However, much of the push-back you'll receive will rely on a few common arguments. Below, you'll find some talking points that will help you respond to these arguments against the plan. We never "argue" with fellow members, so your responses should generally be in the form of questions. This will allow them to find the flaws in their own argument without your help.

	<b>I'm Tier 1, why should I care?</b>
	<ul style="list-style-type: none"><li>● <i>How can teaching continue to prosper if we are asking highly educated professionals to sign onto 47 years of extremely stressful work in exchange for a pension that will rapidly degrade in purchasing power? (this is a crisis <u>their grandchildren</u> will deal with - "if your grandchild wants to follow in your footsteps, is Tier 2 the pension system you want for them?")</i></li><li>● <i>Tier 1 pension is currently under threat by the Illinois Policy Institute - responsible for getting rid of fair share union payments and defeating the progressive tax in Illinois. Their plan is to pass a constitutional amendment to reduce yet-to-retire Tier 1 pensions, which are the only pensions currently protected by the Illinois Constitution. The marketing campaign for the amendment specifically pits Tier 2 employees against Tier 1. More public employees are Tier 2 than Tier 1, and the ratio grows every year. Bringing up Tier 2 pensions will ensure that all public employees have motive to fight against pension reductions.</i></li></ul>
	<b>I'm not willing to risk my security, even if I think Tier 2 is unfair.</b>
	<ul style="list-style-type: none"><li>● <i>How could your school replace 60-90% of its teachers, if another 61,000 current teachers are also not options?</i></li><li>● <i>In other statewide strikes, even strikes as small as 10,000 were not met with punishment. Doing so is impractical and politically difficult. It would be more difficult with the largest union in the state.</i></li><li>● <i>It sounds like you believe your coworkers won't join you. Is that right? [highlight how many have been talked to vs how many are already on board if data is available]</i></li></ul>
	<b>I'm Tier 1 - what if I'm fired for going on strike? Will I lose my pension?</b>
	<ul style="list-style-type: none"><li>● <i>You are not at risk of being fired in this plan; IF the strike happens, there will be too few applicants who did not participate in the strike to replace you.</i></li><li>● <i>Anyone vested in the pension system does not lose their pension or see it diminished in any way so long as they don't draw on it early.</i></li></ul>

	<ul style="list-style-type: none"> <li>● <b>I'm Tier 2 non-tenured, what if I'm fired for going on strike?</b></li> </ul>
	<ul style="list-style-type: none"> <li>● <i>All of us in this building will be on strike. We won't be coming back without all of us.</i></li> </ul>
	<ul style="list-style-type: none"> <li>● <b>This is illegal, we can't do this.</b></li> </ul>
	<ul style="list-style-type: none"> <li>● <i>Illegal? What happens to you in Illinois if you join statewide collective action?</i> <ul style="list-style-type: none"> <li>○ <i>Collective bargaining is not illegal in Illinois. No-strike clauses are common, but practically unenforceable when discussing mass collective action. These clauses prevent locals from striking for contract reasons, and are not inherently prohibitive of systemic action.</i></li> </ul> </li> </ul>
	<ul style="list-style-type: none"> <li>● <b>There is a more practical path to accomplishing this goal.</b></li> </ul>
	<ul style="list-style-type: none"> <li>● <i>What is it?</i> [Work through their ideas with more “what” and “how” questions. Are they the same ideas that have already failed in the past (legislative failures, rally failure, witness slip failures, etc.?)]</li> </ul>
	<ul style="list-style-type: none"> <li>● <b>I like the plan, it just can't work.</b></li> </ul>
	<ul style="list-style-type: none"> <li>● <i>Can't work?</i> [let them elaborate on whether they mean the strike itself, or getting enough people signed on?]</li> <li>● <i>Statewide strikes with sufficient numbers almost always work.</i> [Refer to Old vs. New Labor research].</li> <li>● <i>Society cannot function when a large sector refuses to work. This is especially true for teachers, who watch children, and are difficult or impossible to replace.</i></li> </ul>
	<ul style="list-style-type: none"> <li>● <b>I can't afford to miss any pay by going on strike.</b></li> </ul>
	<ul style="list-style-type: none"> <li>● <i>Financial uncertainty is a real worry with any strike. Many public employees in Illinois live paycheck to paycheck, and that means many are not able to put much, or anything, away for retirement. You will benefit from an equitable TRS pension plan. Collective action is the most proven way of increasing teacher salaries. This strike can help your local realize their own collective power too.</i></li> <li>● <i>Can you afford to let your retirement fall behind inflation?</i></li> <li>● <i>Can you afford to miss out on five years or more of retirement?</i></li> <li>● <i>How do you value your retirement against your paycheck now?</i></li> </ul>