One Year After *Janus*:

TEACHER ATTITUDES ON UNIONS & MEMBERSHIP

Conducted by YouGov on behalf of Teacher Freedom

JUNE 2019
POLLING
Over 3 in 4 teachers have not heard of *Janus v. AFSCME*.

*Before taking this survey, had you heard of the U.S. Supreme Court case Janus v. AFSCME?*

- Heard of *Janus v. AFSCME* (23%)
- Not heard of *Janus v. AFSCME* (77%)

1,003 U.S. Teachers
A majority of teachers aren’t aware of what *Janus* case does.

*For your knowledge, the Janus v. AFSCME decision concluded that public employees, including public school teachers, cannot be required to pay dues to a union if they decide to not belong to the union.*

Were you aware of this?

- **Aware of *Janus* outcome**: 52%
- **Not aware of *Janus* outcome**: 48%

1,003 U.S. Teachers
22% of teachers have reevaluated union membership in the past year.

*In the last year, have you reevaluated union membership?*

- Yes, and I am more inclined to stay in a union (or join a union).
- Yes, and I am more inclined to leave a union (or never join).
- Yes, and I left a union.
- No, I have not reevaluated union membership.

1,003 U.S. Teachers
Very few teachers have changed their union membership status in the past year.

Has your union membership status changed since the Janus decision? Please select all that apply.

- Yes, I have joined a union since the Janus decision.
- Yes, I have quit a union since the Janus decision.
- No, I was already a union member and I have stayed a union member.
- No, I was not a union member before and am not a union member now.
Of teachers who reevaluated membership in the past year, 28% left or were more inclined to leave the union.

_in the last year, have you reevaluated union membership?

- Yes, and I am more inclined to stay in a union (or join a union).
- Yes, and I am more inclined to leave a union (or never join).
- Yes, and I left a union.

223
U.S. Teachers

72%
22%
6%
A vast majority of teachers have not been contacted about *Janus*.

*Has anyone contacted you about your union membership options since the Janus decision? Please select all that apply.*

- Yes, I was contacted by a union about joining / rejoining / renewing membership. 9%
- Yes, I was contacted by a group to notify me about the *Janus* decision. 6%
- Yes, I was contacted by a professional educator association about joining / rejoining / renewing membership. 6%
- No, I don’t think anyone has contacted me about the *Janus* decision. 82%
Most teachers think the union hasn’t been any more responsive since Janus.

Has the union been more or less responsive to teachers’ needs since the Janus decision of June 2018?

- More responsive: 2%
- No difference in responsiveness: 8%
- Less responsive: 90%

1,003 U.S. Teachers
30% of teachers say it’s easy to resign from the union.

To what extent do you agree or disagree with each of the following statement? Please select one option.

“It’s easy to resign union membership.”

Due to rounding, numbers in this graphic may not add up precisely to the net totals indicated.
Many teachers don’t understand what happens if they leave the union.

For each of the following statements, please indicate whether they are true or false IF there is a union in a school/district BUT a teacher chooses not to become a member. Please select one option on each row.

- The terms of the negotiated agreement no longer apply to that teacher
  - True: 32%
  - False: 68%
  - Correct Answer: False

- That teacher would not receive any pay increases negotiated by the union
  - True: 25%
  - False: 75%
  - Correct Answer: False

- That teacher would lose their health insurance benefits negotiated by the union
  - True: 18%
  - False: 82%
  - Correct Answer: False

- That teacher would lose liability insurance provided by the union
  - True: 70%
  - False: 30%
  - Correct Answer: True

- That teacher would lose their seniority status
  - True: 12%
  - False: 88%
  - Correct Answer: False

- That teacher would lose their tenure protection
  - True: 23%
  - False: 77%
  - Correct Answer: False

- That teacher would not be allowed to attend union meetings
  - True: 63%
  - False: 37%
  - Correct Answer: True

- That teacher would be unable to vote on contract terms
  - True: 70%
  - False: 30%
  - Correct Answer: True

Only 17% of teachers were able to correctly answer every factual true / false question.
Many teachers believe the union cannot help them if they are disciplined. 44% believe they will be mistreated by their colleagues if they leave their union.

For each of the following statements, please indicate whether they are true or false IF there is a union in a school/district BUT a teacher chooses not to become a member. Please select one option on each row.

- The union cannot help that teacher if they get **disciplined**
  - 72% True
  - 28% False

- Some union colleagues may **mistreat** them
  - 44% True
  - 56% False
Most teachers believe union membership should be voluntary.

*If there is a union in a school/district, membership in that union should be...*
90% of teachers respect the rights of their colleagues to join the association of their choice.

To what extent do you agree or disagree with each of the following statements?

“I respect the right of my colleagues to join the association of their choice.”
84% of teachers think they should be able to join or quit a union at any time.

To what extent do you agree or disagree with each of the following statements?

“Teachers should be able to join or quit a union at any time.”

- **Strongly agree**: 84%
- **Somewhat agree**: 63%
- **Neither agree nor disagree**: 21%
- **Somewhat disagree**: 8%
- **Strongly disagree**: 5%
- **Strongly agree, Strongly disagree**: 3%
9 in 10 teachers are satisfied with their current job.

Overall, how satisfied, if at all, would you say you are with your current job?

- Very or somewhat satisfied: 90%
- Not very or not at all satisfied: 10%

1,003 U.S. Teachers
About 3 in 10 teachers say unions care too MUCH about politics, revenue, and protecting ineffective teachers.

In general, how would you rate the level of concern teachers unions have with each of the following? Please select one option on each row.

<table>
<thead>
<tr>
<th>Category</th>
<th>Concerned too much</th>
<th>Just the right amount</th>
<th>Not enough concern</th>
<th>Not sure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Protecting ineffective teachers</td>
<td>32%</td>
<td>31%</td>
<td>14%</td>
<td>22%</td>
</tr>
<tr>
<td>Collecting dues revenue</td>
<td>30%</td>
<td>46%</td>
<td>5%</td>
<td>18%</td>
</tr>
<tr>
<td>Partisan / election politics</td>
<td>29%</td>
<td>42%</td>
<td>11%</td>
<td>18%</td>
</tr>
<tr>
<td>National politics</td>
<td>27%</td>
<td>42%</td>
<td>13%</td>
<td>18%</td>
</tr>
<tr>
<td>Non-education issues / social issues</td>
<td>21%</td>
<td>44%</td>
<td>16%</td>
<td>19%</td>
</tr>
</tbody>
</table>
Many teachers say unions care too LITTLE about respect, job protection, and education spending, and student safety.

In general, how would you rate the level of concern teachers unions have with each of the following? Please select one option on each row.

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<th>Concerned too much</th>
<th>Just the right amount</th>
<th>Not enough concern</th>
<th>Not sure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Restoring respect for teachers</td>
<td>3%</td>
<td>43%</td>
<td>44%</td>
<td>10%</td>
</tr>
<tr>
<td>Protecting effective teachers</td>
<td>4%</td>
<td>54%</td>
<td>33%</td>
<td>9%</td>
</tr>
<tr>
<td>Education spending in my district</td>
<td>6%</td>
<td>50%</td>
<td>32%</td>
<td>12%</td>
</tr>
<tr>
<td>Compensation / salary / benefits</td>
<td>8%</td>
<td>54%</td>
<td>32%</td>
<td>6%</td>
</tr>
<tr>
<td>Student safety</td>
<td>3%</td>
<td>56%</td>
<td>32%</td>
<td>9%</td>
</tr>
<tr>
<td>Student achievement</td>
<td>9%</td>
<td>61%</td>
<td>21%</td>
<td>9%</td>
</tr>
</tbody>
</table>
1 in 5 teachers in unionized workplaces would prefer to belong to only a local union.

Most unions require membership at the local, state, and national level, not allowing for local membership only. If given the option to join only a local union, I would:

- Continue to belong to the local union, but quit the state and national unions (remain in local).
- Join the local union.
- Change nothing: continue to not be a member of any union (no union membership).
- Change nothing: continue to belong to local, state, and national unions (remain in everything).
- Don’t know

622 U.S. Teachers in Unionized Workplaces

- 622 (51%) would continue to belong to the local union, but quit the state and national unions (remain in local).
- 123 (19%) would join the local union.
- 77 (10%) would change nothing: continue to not be a member of any union (no union membership).
- 93 (15%) would change nothing: continue to belong to local, state, and national unions (remain in everything).
- 38 (6%) don’t know.

20% are interested in only the local union.
More teachers believe the *Janus* decision will have a positive impact on the teaching profession than a negative one.

*Given what you know, do you think the 2018 Janus decision will have a positive or negative impact on the teaching profession?*

- Very or somewhat positive impact: 21%
- Neutral / won’t make an impact: 33%
- Very or somewhat negative impact: 46%

1,003 U.S. Teachers
DEMOGRAPHICS
Public versus Private School

What type of school do you work for?

- Public school: 899
- Private School: 104

1,003 U.S. Teachers

90%

10%
### Type of School

*Which of the following best describes the school you teach at?*

<table>
<thead>
<tr>
<th>Type of School</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>District public school</td>
<td>864</td>
</tr>
<tr>
<td>Charter</td>
<td>42</td>
</tr>
<tr>
<td>Magnet</td>
<td>20</td>
</tr>
<tr>
<td>Other</td>
<td>77</td>
</tr>
</tbody>
</table>

Total: 1,003 U.S. Teachers

- District public school: 86% (864 teachers)
- Charter: 4% (42 teachers)
- Magnet: 2% (20 teachers)
- Other: 7% (77 teachers)
Grades Taught

Which grade levels are you teaching or are responsible for this school year? Please select all that apply.

- Kindergarten – 5th Grade: 520 (52%)
- 6th – 8th Grade: 301 (30%)
- 9th – 12th Grade: 338 (33%)

* Teachers selected “all that apply” so the total numbers are greater than 1,003.
Unionized Workplaces

Is your workplace currently unionized?

- Yes, it is. 622
- No, it is not. 308
- Don’t know / not sure 73

1,003 U.S. Teachers
Age

What is your age?

- 18–34: 221
- 35–54: 479
- 55+: 303

1,003 U.S. Teachers

23%
47%
30%
Gender

What is your gender?

- Male: 175 (17%)
- Female: 828 (83%)

1,003 U.S. Teachers
Political Party

*Generally speaking, do you think of yourself as a ...?*

- Democrat: 435
- Republican: 256
- Independent: 259
- Other: 10
- Not sure: 43

1,003 U.S. Teachers

43% Democrat
25% Republican
25% Independent
6% Other
1% Not sure
In what region of the United States do you reside?

- **Northeast**: 224 (21%)
- **Midwest**: 226 (23%)
- **South**: 343 (34%)
- **West**: 210 (22%)
All figures, unless otherwise stated, are from YouGov Plc. Total sample size was 1,003 US teachers. Fieldwork was undertaken between May 29 – June 9, 2019. The poll was carried out online. The figures have been weighted and are representative of all US teachers (aged 18+).