



**BACKGROUND**  
**June 2021**

*Welch v. The Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO, et. al.*

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**THE EXECUTIVE SUMMARY**

A Syracuse Community Service Officer has filed a federal civil rights lawsuit against her union, CSEA, and the City of Syracuse, with the help of the Fairness Center. Amber Welch sent multiple letters resigning her union membership before the City finally stopped taking dues from her paychecks and CSEA officials recognized her as a nonmember. And, in response to her letters, CSEA threatened that it would not provide her representation in a variety of proceedings related to her employment if she became a nonmember. Ms. Welch is frustrated with being forced to accept CSEA as her exclusive representative for collective bargaining and brings this lawsuit to vindicate her constitutional rights not to be forced to associate with or support a union against her will.

**THE CASE LOGISTICS**

**Plaintiff**

Amber Welch

**Defendants**

Civil Service Employees Association, Inc., Local 1000, AFSCME, AFL-CIO  
Civil Service Employees Association, Inc., Local 1000 AFSCME/AFL-CIO, City of Syracuse Unit  
7801-00 of Local 834  
City of Syracuse

**Court**

United States District Court, Northern District of New York

**Judge**

TBD

**Date Filed**

June 17, 2021

## **THE LEGAL TEAM**

**Nathan J. McGrath** is President & General Counsel at the Fairness Center. In addition to providing advice and counsel to clients, Nathan also directs and manages the firm. Before joining the Fairness Center, Nathan was a staff attorney with a national nonprofit legal services organization, where he developed a national practice focused on constitutional, labor, and administrative law. Nathan began his legal career as an associate attorney with a general practice firm in Pittsburgh, Pennsylvania.

**Curtis M. Schube** serves as litigation counsel for the Fairness Center, where he assists clients and their needs with advice, counsel, and through litigation. Previously, Curtis worked for the Independence Law Center where his practice involved First Amendment issues. Prior to that, Curtis worked for the State of Missouri for seven years, primarily as an Assistant Attorney General. He has argued in front of the Missouri Supreme Court, Missouri's courts of appeals, circuit courts, federal courts, and in many administrative settings.

**Tyler K. Patterson** is Litigation Counsel at the Fairness Center. His work focuses on representing clients in state and federal courts as well as before state administrative boards. Prior to joining the Fairness Center, Tyler served as counsel with the Government Justice Center where he represented clients in constitutional challenges to improper government action as well as Freedom of Information Law lawsuits, and as an associate attorney at an employment law firm.