

### HomeNon-Member Options

Employees covered by the contracts are encouraged to participate in the democratic governance of our union by becoming WFSE members.

This page lists the requirements and conditions that accompany options for “Non-Member” status.

All state employees covered by a WFSE-negotiated contract are required to either join WFSE and pay member dues; or choose a non-member status as explained below:

- **Representation Fee Payer**

- Effective 7/1/2015, the rate is 1.11% to a maximum of \$58.45 a month for 2015-16 fiscal year.
- Right of representation under the contract.
- No rights or responsibilities of membership (can't participate in union membership activities or have a voice in how your dues/fees are spent).

- **Non-Association Fee Payer**

- Effective 7/1/2015, the rate is 1.5% of monthly salary (exclusive of overtime) to a maximum of \$78.80 continues through the 2015-16 fiscal year.
- Right of representation under the contract.
- No rights of membership (can't participate in union membership activities or have a voice in how your dues/fees are spent).
- Must submit to the union written request to pay Non-Association fee and provide documentation that supports this selection (download the form [here](#)).
- If you qualify for non-association fee status, you can designate that your fee go to one of five charities: American Heart Association; American Cancer Society; Children's Hospital Foundation; Second Harvest Food Bank of the Inland Northwest; or Thurston County Food Bank.

### What is union security?

Union security refers to provisions in our contract that allow WFSE to collect dues from employees who become members as well as to collect fees from employees who benefit from union representation but do not join the union. The non-member fees (Representation Fee or Non-Association Fee) recognize that everyone in a union-represented workplace benefits from the pay increases, stabilized health care costs and other provisions of the union-negotiated contract. It's fair to all covered employees for everyone to share in the costs that protect the union's ability to provide meaningful employee representation. That's why Non-Member fees are often called “fair share” fees.

### Why do I have to pay a fee?

Negotiating contracts is very expensive for the union. The union must bargain every two years for the roughly 40,000 workers it represents. The costs of preparation, research and actual bargaining teams' expenses are formidable. Additionally, the fees pay for the services you receive from the union both on a day-to-day basis under the contract and over the long term: in on-going contract development and negotiations to continue to improve our ability to do our jobs, in representing

individuals to resolve conflict in the workplace, and to be a collective voice on issues employees care about– at the bargaining table, in the Legislature and in agency/institution forums.

### **How is the amount of each deduction determined?**

The representative fee deduction is a percentage of your salary and has a monthly cap of \$58.45, effective 7/1/2015, for the 2015-16 fiscal year. Non-members granted Non-Association status have a monthly cap of \$78.80, effective 7/1/2015.

For your first half of the month pay (the 1st – 15th), which you receive on the 25th of the month, the deduction will be half of your monthly salary times the rate of 1.11% (Representation Fee) or 1.5% (Non-Association). On your paycheck for the second half of the month (the 16th – end of the month), paid on the 10th of the following month, the deduction will be half of your monthly salary times the rate, up to the maximum.

For example:

<b>Pay Period</b>	<b>Salary</b>	<b>Pay Day</b>	<b>1.5%</b>	<b>1.11%</b>
March 1-15	\$2200	March 25	\$33.00	\$24.42
March 16-31	\$2200	April 10	\$33.00	\$24.42
<b>TOTAL</b>			<b>\$66.00</b>	<b>\$58.45</b>

### **Are union fees tax deductible?**

Under the Federal Budget Reconciliation Tax Act of 1987, dues, contributions or gifts to WFSE/AFSCME are not deductible as charitable contributions for federal income tax purposes. Dues, however, may qualify as business expenses and may be deductible in limited circumstances subject to Internal Revenue Service restrictions.

Call us at (800) 562-6002 with any questions.