

Frequently Asked Questions Dues

- Q. If the union organization efforts are successful and I don't want to be affiliated with a union, do I have a choice? If I do have a choice and choose not to be a member, will I still have to pay dues? If it is possible to choose not to be a member, what benefits would members get compared with non-members?**

If you are an employee in the proposed bargaining unit and the union wins the election, you will become a represented employee. Opting out of actual union membership is possible, but you would still be responsible for paying agency fees to ASEA. ASEA establishes the amount of its membership dues and agency fees. Agency fees cost the same as membership dues do. Agency fee status does not entitle a member to vote for union officers or on issues such as ratification of the collective bargaining agreement.

- Q. Is there a contract between the union and employees that will protect my interests if I become union represented? For example, if ASEA tells me that its dues and fees are a certain amount during the union organizing campaign, do I have a way of making sure these charges do not increase in the future?**

No. There is no contract between the union and bargaining unit members. A union's promises are not legally enforceable. As for fees, a union establishes its dues and agency fees, according to its own procedures, constitution and bylaws. Employee costs could change over time.

- Q. Can the union spend dues money on political issues that I, or a majority of people in the bargaining unit, might oppose?**

Yes. A union may use revenue from dues for political campaigns, candidates and other political activities without approval or input of members according to its constitution and bylaws.

- Q. If I were represented by ASEA how would my dues compare to other UA represented employees?**

Each union decides what its union dues are. The University has gathered the dues/fees structure of each of the unions constitutions representing UA employees as well as ASEA's dues structure, set forth in its constitution, to show employees how the dues compare.

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UA Union's Dues/Fees compared to ASEA's dues/fees					
Union	Type	Salary/ Hours	Amount Pay period	Annual Maximum	Pay periods a year
UAFT	Annual Service fee	N/A	\$62.03 pay period	\$1,178.60	19.5
UNAC	Dues	N/A	1.25% Gross Salary	Unlimited	19.5
	Agency Fee	N/A	1.11% Gross Salary	Unlimited	19.5
Adjuncts	Dues	N/A	2.5% Gross Salary	Unlimited	
	Agency Fee	N/A	2.18% Gross Salary	Unlimited	
Local 6070	Dues	Less than \$350 pay period	\$9.83 pay period	Unlimited	26
		Between \$350 and less than \$700 a pay period	\$15.39 pay period	Unlimited	26
		Greater than or equal to \$700 a pay period	\$22.25 pay period	Unlimited	26
	Agency Fee	Less than \$350 pay period	\$7.36 pay period	Unlimited	26
		Between \$350 and less than \$700 a pay period	\$11.92 pay period	Unlimited	26
		Greater than or equal to \$700 a pay period	\$18.24 pay period	Unlimited	26
	Initiation Fee	One time \$100 payment for all new employees.			

ASEA	Dues	Base wage earnings up to and including \$769.00 per pay period	1.00% Gross Salary + \$4.62	Unlimited	26
		Base wage earnings above \$769.00 up to and including \$1,538.00 per pay period	1.05% Gross Salary + \$4.62	Unlimited	26
		Base wage earnings above \$1,538.00 up to and including \$2,308.00 per pay period	1.10% of Gross Salary + \$4.62	Unlimited	26
		Base wage earnings above \$2,308.00 up to and including \$3,077.00 per pay period	1.15% of Gross Salary + \$4.62	Unlimited	26
		Base wage earnings above \$3,077.00 up to and including \$3,846.00 per pay period	1.20% of Gross Salary + \$4.62	Unlimited	26
		Base wage earnings that is greater than \$3,846.00 per pay period	1.25% of Gross Salary + \$4.62	Unlimited	26

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Q. I am an Admin Generalist 2, if ASEA succeeds in organizing employees how much will I have to pay in dues?

ASEA’s constitution defines how much a bargaining unit member must pay in dues per pay period. The University took the job classifications with the largest number of employees, found the average bi-weekly salary, and calculated the amount of dues that would be taken out of each pay period.

Job Class	Admin Generalist 2	Admin Generalist 3	Admin Generalist 4	Admin Specialist 2	Admin Specialist 3	Admin Specialist 4	Communications Specialist 3
Average Bi-Weekly Pay	\$1,232.47	\$1,515.19	\$1,797.33	\$1,892.44	\$2,315.27	\$2,579.17	\$1,551.41
ASEA Dues Bracket	1.05%	1.05%	1.10%	1.10%	1.15%	1.15%	1.10%
Total Amount of Bi-weekly Dues	\$17.18	\$20.14	\$23.24	\$24.28	\$28.94	\$31.97	\$20.53

Job Class	Fiscal Professional 3	Fiscal Technician 3	IS Professional 3	IS Professional 4	Research Professional 3	Student Svcs Professional 2	Student Svcs Technician 2
Average Bi-Weekly Pay	\$2,429.39	\$1,714.55	\$2,706.21	\$3,138.15	\$2,328.59	\$1,881.79	\$1,467.72
ASEA Dues Bracket	1.10%	1.10%	1.15%	1.15%	1.10%	1.10%	1.05%
Total Amount of Bi-weekly Dues	\$30.25	\$22.33	\$33.43	\$38.43	\$29.09	\$24.17	\$19.65

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Q. How do I find out how much I would personally pay in dues?

Unions determine the amount to charge for membership dues and agency fees. ASEA has asked that university staff interested in this information be referred to the ASEA website to use a dues calculator located there.