

The WFSE General Government contract has provisions for “Union Security”.

**This does NOT mean that you have to join the union, only pay fees.**

There are at least four different ways you can satisfy your union obligation if you are in a WFSE bargaining unit:

**Become a Union member and pay full dues**

**Do not become a Union member and pay full dues**

**Do not become a Union member and pay representation fees**

**Non-associate with the Union and pay fees to a charity**

(General References: [http://www.nrtw.org/a/a\\_prime.htm](http://www.nrtw.org/a/a_prime.htm) and <http://apps.leg.wa.gov/RCW/default.aspx?cite=41.80.100>)

## Become a Union member and pay full dues

With this option, you explicitly delegate your representation rights to the Union and agree to be bound by the Union’s rules.

As a Union member, if you attempt to resolve issues with your employer directly and in conflict with Union contract provisions, you could be disciplined (fined). See the AFSCME constitution, Article X, Section 2 for more information.

As a Union member, you cannot work against the Union in favor of other representation, such as a competing union or decertification of the WFSE as your bargaining unit or you could be fined. These fines can be up to a year’s Union dues. See the AFSCME constitution, Article X, Section 2 for more information:  
<http://www.afscme.org/publications/1919.cfm>

As a Union member, your membership is explicit support for and delegation of your representation and bargaining rights to the WFSE. This can be used as evidence for maintaining the WFSE your exclusive bargaining unit with the State.

As a Union member, a portion of your dues will go for purposes other than representation and bargaining, such as political, social, and ideological goals that may be in conflict with your desires.

## Do not become a Union Member and pay full dues

With this option, you are NOT subject to Union discipline.

You are free to voice your opinion about the Union's activities and to work against the Union.

You are NOT counted as supporting the Union for purposes of bargaining unit affirmation with the State

A portion of your dues will still be used for purposes that you may not desire.

The union may or may not inform you of Union representation issues and may or may not permit you to voice your views or vote on issues. The Public Employment Relations Commission (PERC) decided not to require the Union to do so, even though [RCW 41.80.080 section \(3\)](#) requires the Union to represent all members of the bargaining unit: *“(3) The certified exclusive bargaining representative shall be responsible for representing the interests of all the employees in the bargaining unit “*

## Do not become a Union Member and pay representation fees

(references: [http://www.nrtw.org/a/a\\_1\\_s.htm](http://www.nrtw.org/a/a_1_s.htm) and [http://www.nrtw.org/a/a\\_4\\_s.htm](http://www.nrtw.org/a/a_4_s.htm))

This is similar to above (non Union Member), except you are supposed to be able to only pay the amount that the Union uses to represent and bargain for you, not including monies for political, social and ideological goals.

## Non-associate with the Union and pay fees to a charity

(references: [http://www.nrtw.org/a/a\\_5\\_s.htm](http://www.nrtw.org/a/a_5_s.htm) and <http://www.nrtw.org/ro1.htm> and [Mackinac Guide \(PDF\)](#))

This option is for employees with sincere and deeply held religious based beliefs against joining and/or supporting the Union.

The employee must document their belief/basis for non-association and negotiate with the Union regarding the choice of a non-religious charity to make payments to.

It is not a requirement to fund the Union's scholarship program or any other Union managed charity.

There is an appeal process to PERC (the state Public Employee Relations Commission) or to the EEOC.

Termination of employment or threats of termination are a violation of the Civil Rights Act – Title VII, State law, and significantly, the Union contract itself.

An EEOC claim can be filed against your employer and the Union should the Union cause your employer to terminate or threaten to terminate your employment.

An EEOC claim can be filed against the Union if they deny your legitimate request for non-association, thus putting your employment at risk.

This protection extends to “all aspects of religious observance and practice as well as belief”.

The information on these web pages is intended for informational and educational purposes only. You are encouraged to research these issues for yourself and come to your own conclusions. It is not legal advice. You should consult with legal counsel about your specific situation. The National Right to Work Legal Defense Foundation may be of assistance at [www.nrtw.org](http://www.nrtw.org)