

Chapter 5 Hiring Process

5.05 Union Dues

Under the State Employment Labor Relations Act bargaining units are statewide occupational groupings of employees. The title of a classified position is indicative of the bargaining unit that represents the employee. All classified represented position titles have a particular bargaining unit code.

The bargaining units have either a Fair Share dues deduction or a Maintenance of Membership (MOM) arrangement. These deductions have been authorized by a referendum vote of the bargaining unit, conducted by the Wisconsin Employment Relations Commission. The bargaining unit determines the amount of the deductions.

Fair Share

Employees represented by any of the following bargaining units are required to pay a proportionate share of the cost of the collective bargaining process and contract administration as established by the particular bargaining unit. The amount of this payment will be deducted from the employee's paycheck and paid to the bargaining unit.

- 03 Blue Collar and Non-Building Trades (WSEU)
- 04 Building Trades/Crafts (Wisconsin State Building Trades)
- 05 Security and Public Safety (WSEU)
- 06 Technical (WSEU)
- 36 Wisconsin Law Enforcement Association (WLEA)
- 11 Patient Care (United Professionals for Quality Health Care or UPQHC)
- 13 Education (Wisconsin Education Association Council or WEAC)
- 14 Engineers (State Engineering Association or SEA)

Maintenance of Membership (MOM)

Employees represented by any of the following bargaining units and whose original hire date with the University or state government is on or after the effective date of the bargaining unit's MOM are required to pay a share of the cost of the collective bargaining process and contract administration as established by the particular bargaining unit. A WERC decision requires reinstatements be treated as original hires, and thereby required to pay MOM dues. The amount of this payment will be deducted from the employee's paycheck and paid to the bargaining unit.

Effective dates of the MOM are:

- 02 ASU (WSEU) Effective date October 5, 2001;
- 07 WPEC Effective date January 7, 1996
- 15 Science Effective date August 28, 1988.

How to Determine Who Must Pay MOM Dues - Procedure

At this time there is no central mechanism to determine if a dues deduction is appropriate when an employee moves into one of the above-listed MOM bargaining units. Therefore, each employing unit should continue to use an identified point where the determination can be made using these questions:

Question 1: Is the employee moving within the same MOM bargaining unit? (a transfer, demotion, promotion, reinstatement, or restoration)

IF YES, STOP. No need to ask other questions. No employing unit action is necessary. As long as the employee remains in the same bargaining unit, the employee's current status with regard to union dues is maintained even if the employee is from another state agency. (If the employee is moving from another state agency, the Employee Compensation and Benefits unit accepts and enters what is reflected on the Personnel Transfer document.)

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IF NO, the employee is entering the MOM bargaining unit. Ask question 2.

Question 2: Is the employee's **original hire date on or after the MOM effective date (See list above), or is the employee a reinstatement?

If YES, STOP. No need to ask other questions. No employing unit action is necessary. Dues will be deducted automatically.

IF NO, the employee's **original hire date is prior to the effective date of the MOM. Union dues should not be taken. The employing unit **MUST** notify Payroll and Benefit Services by sending an e-mail message to payroll@ohr.wisc.edu advising that union dues should not be taken. Include the employee's name, social security number and seniority date. If any dues are taken in error, or because the notification to Payroll and Benefits is not timely, Payroll and Benefits **will** issue a refund request to the union asking that the refund check be sent directly to the employee at their home address.)

The exception is an employee who previously joined the MOM bargaining unit by submission of a union membership card. The UW currently has no way to identify this small employee group. When an error is called to our attention, it will be remedied. .

Definition: ** Original hire date" means the first date of hire within the University System or State Agency, assuming that if there is any break in employment, the restoration took place within the employee's period of restoration eligibility. The "original hire date" of employees who return outside of that eligibility period including those who reinstate is the new, later appointment date.

Originally issued Nov 2, 2001, updated: July 30, 2002/ June 28, 2005