



**ASSOCIATION OF CLASSIFIED EMPLOYEES (ACE)
MAINTENANCE OF MEMBERSHIP POLICY – COST OF REPRESENTATION – ADOPTED
MAY, 9, 2018**

Pursuant to the ACE Constitution membership to the Union may only be withdrawn when there is no contract. Because it is not clear when that period exists the Board of Directors of ACE hereby clarifies the Constitution to mean that during the term of the contract you may not withdraw your membership; however, any time within thirty days of the date of expiration of the contract, membership may be withdrawn by notifying the Union in writing of the intent to withdraw membership.

Representation is the means by which the exclusive bargaining representative (ACE) makes its resources available in order to ensure a fair, full review of any infringement of the rights of an employee or group of employees represented by the ACE, regarding their wages, hours of work and other conditions of employment described in the collective bargaining agreement (contract) between the ACE and college district, the Educational Employment Relations Act, commencing with Section 3540 of the Government Code (EERA), and other laws of the State of California that apply to classified school employees in a community college district.

It is the purpose of this policy to define the representation for members versus nonmembers in light of the United States Supreme Court decision in Janus v AFSCME, prohibiting the collection of fair share fees.

The ACE representation policy will continue to apply to members in the ACE bargaining unit and ACE members will receive representation at no cost as a benefit of membership. However, for any individual who is a nonmember (those that have decided not to pay to the union) representation by ACE shall only be provided if the nonmember pays for the representation as follows:

- Job Steward: Job stewards will represent nonmembers at the cost of \$100 an hour.
- Attorney: Attorney representation will cost the nonmember \$250.00 an hour.
- Senior Attorney: Senior attorney representation will cost the nonmember \$450.00 an hour.