

Association of Classified Employees
ACE Policy Regarding Nonpayment of Dues... Adopted

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Consistent with the ACE Constitution, regarding the Union's responsibility regarding maintenance of membership, it develops the following policy:

1. It is the policy of the ACE Executive Board to limit its representation to members only. Nonmembers in need of representation will be given an option to either join the Union or pay for any representation.
2. Furthermore, it is the policy of the ACE Executive Board to provide for maintenances of membership during the term of the collective bargaining agreement. However, there may be unexpected circumstances that place a financial burden on the member.
- 3- In the event of ~~Whenever there is~~ an unexpected financial burden the member may petition the ACE Executive Board to ~~either~~ reduce or waive their dues for a duration of time to be determined by the Board, and not to exceed 180 days. The member may re-petition the Board after 180 days if needed. ~~for a specified period of time up to 90 days.~~ The ACE Executive Board, on a case-by-case basis, will consider such a request for a reduction and/or waiver of dues during a period of financial hardship. (combined with 5.)
4. Financial hardship will be evaluated individually and must include a sudden drop in family income or a significant unexpected financial burden. The member shall, upon request, supply supporting documentation.
5. The ACE President and respective campus Vice President will review the petition and documentation and will make their recommendation to the Board. The ACE Executive Board, on a case-by-case basis, will render a decision and solely determines the amount of time for a dues reduction or dues waiver and there is no appeal from its decision.

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Commented [CW1]: Last month, officers had questions regarding any required documentation and member confidentiality when determining eligibility. Is it appropriate to include such parameters in this document or is that a process separate from the policy itself?

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6. A member who has been granted a dues reduction or waiver is effectively agreeing to have their Union membership rights suspended for the duration of the reduction or waiver. If In the event a member that is in reduction or waiver status has been granted either a waiver or a deduction and requests Union representation the member must agree to relinquish their reduction/waiver and immediately return to a full-dues paying member.

7. As long as the member is either in dues deduction or dues waiver, their membership rights are suspended until they are a full dues paying member. (combined with 6.)

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