

Association of Classified Employees (ACE)

NON PAYMENT OF DUES POLICY – ADOPTED FEBRUARY 12, 2020



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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 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 an unexpected financial burden the member may petition the ACE Executive Board to 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.
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 representative 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.
6. A member 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. In the event a member that is in reduction or waiver status requests Union representation the member must agree to relinquish their reduction/waiver and immediately return to full-dues paying member.