

## **What You Need to Know About Union Dues**

### ***Do I have to pay?***

Unless you fit into one of the limited exemption categories identified in the collective bargaining agreement (Article 3. B.), you have to pay either the MICA adjunct union membership dues or an agency fee.

- Paying union dues makes you a union member and supports our ability to act collectively for the benefit of all.
- Paying the agency fee is an alternative for those who do not wish to belong to the union, but nonetheless benefit from its protections and benefits. This fee results from the union's obligation to provide you with representation regardless of whether you are a member or not. This cost is determined by an outside auditor who calculates the proportion of costs to the SEIU of meeting this legal requirement.

Membership dues for those who earn \$5500 or more per year from MICA are set up \$17.50 per pay period, during times that you are teaching. For those who earn below \$5500 per year from MICA, the membership rate is set at \$15.00 per pay period.

### ***What are the advantages of union membership?***

- **Strength in numbers.** High levels of membership tell the rest of the MICA community to listen to us when we explain what we need, now and into the future. A large, active membership increases our leverage.
- **Your vote.** Only union members can vote in internal union elections, run for union office, and ratify future contracts.
- There are also **discounts and advantage programs** available to union members through the Union Plus program, including significant discounts on car insurance, tax preparation, home heating oil, and car rentals, as well as health savings programs, legal services, scholarships and more. See <http://www.unionplus.org/>

### ***How do I select union membership or the alternative?***

You may choose your union status by completing this form. If you signed a union membership form during the organizing campaign, you do not have to complete this form.

### ***When is the fee collected?***

Your union membership fee or agency fee is taken as a deduction from your paycheck. This ensures that you only make these contributions during periods that you are actively teaching at MICA. If you have already signed a membership card during the organizing campaign, deductions will probably begin in November.

### ***How do I make sure I'm being paid correctly in the first place?***

Thanks to our first union contract, our accumulating experience as working artists and professionals increases our earning power each year. This is a major change, and it will take your active involvement to ensure that it is implemented correctly.

- **November 1 is the deadline to** ask HR to review your CV prior to fall 2014 to ensure your current rate is correct.
- **November 9 is the deadline to** request a step increase using your teaching and professional experience from the 2014-2015 academic year.

For suggestions on how to go about this, or to share your experience, contact adjunct faculty member Leslie Shellow, [lshellow@mica.edu](mailto:lshellow@mica.edu).