



# Service Employees International Union Local 500

## American University Graduate Student Employee Election of Membership Status and Payroll Deduction Authorization for Dues and Fees

The Collective Bargaining Agreement between American University and SEIU Local 500, applying to Graduate Students Employed by American University ("GSEAU"), provides that, any GSEAU who becomes affiliated with American University in a graduate degree program for the first time on or after December 20, 2018, and who does not elect to voluntarily have dues deducted pursuant to Section 9.6(A) of the Agreement, shall, within thirty-one (31) days after his or her initial date becoming a GSEAU subject to the Collective Bargaining Agreement, be required to pay an agency fee (a service charge as a contribution toward the cost of administration of the Collective Bargaining Agreement and representation by the Union, unless the GSEAU qualifies for one of the exemptions described on page 2.

American University may impose a penalty of \$300 for a GSEAU who is required to, but who failed to either join the Union or pay the agency fee.

Employee Name: \_\_\_\_\_ AU GRAD ID Number: \_\_\_\_\_

Current Mailing Address: \_\_\_\_\_  
 House or PO Box \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

\*\*Cell Phone #: \_\_\_\_\_ Home Phone #: \_\_\_\_\_

\*\* By giving my cell phone number, I understand that SEIU and its locals and affiliates may use automated calling technologies and/or text message on my cellular phone on a periodic basis. SEIU will never charge for text message alerts. Carrier message and data rates may apply to such alerts. Test STOP to 787753 to stop receiving messages. Text HELP to 787753 for more information.

Personal Email: \_\_\_\_\_ Department: \_\_\_\_\_

Date of First Semester Hired: \_\_\_\_\_ AU Annual Salary: \_\_\_\_\_ Less than \$5500 \_\_\_\_\_ \$5500 or More

I teach: \_\_\_\_\_ Spring Semester Only \_\_\_\_\_ Fall Semester Only \_\_\_\_\_ Both Semesters \_\_\_\_\_ Summer

### Membership

\_\_\_\_\_ I request and voluntarily accept membership in SEIU Local 500 and I agree to abide by its Constitution & By Laws. I authorize SEIU Local 500 to act as my exclusive representative in collective bargaining over wages, benefits, and other terms and condition of employment with my employer, American University.

**OR**

### Agency Fee

\_\_\_\_\_ I wish to have my agency fees deducted from my paycheck. To obtain information sufficient to gauge the propriety of the agency fee, along with a description of the procedures to be followed in accordance with my rights under the law, visit: [www.seiu500.org/augrads](http://www.seiu500.org/augrads)

\_\_\_\_\_  
 Signature \_\_\_\_\_ Date \_\_\_\_\_

### Authorization for Payroll Deduction:

In payment for initiation fees, and membership dues or an agency fee, to SEIU Local 500, I \_\_\_\_\_, hereby authorize and direct American University to deduct from my pay an amount equal to the dues or agency fees in the amounts specified by SEIU Local 500, and to pay that amount to SEIU Local 500 in accordance with the terms of the Collective Bargaining Agreement between American University and SEIU Local 500. This authorization will remain in effect each year, or until canceled in writing by me and received by the Union.

Note: Dues, fees and assessments paid to the Union are not tax deductible as charitable contributions. However, they may be tax deductible as ordinary and necessary business expenses.

\_\_\_\_\_  
 Signature \_\_\_\_\_ Date \_\_\_\_\_

\_\_\_\_\_ I believe I am covered by category \_\_\_\_\_ (from the numbered categories on page 2) that exempts me from the requirement to become a member or to pay agency fees. I understand that the Union must verify this status at the beginning of each semester I am teaching.

\_\_\_\_\_ I wish to make direct pay arrangements for: \_\_\_\_\_ Membership Dues \_\_\_\_\_ Agency Fees

**EXEMPTION CATEGORIES**

The requirement to pay dues or an agency fee does not apply to any GSEAU who:

1. Was affiliated with American University in a graduate degree program on or before December 20, 2018;
2. Receives wages for less than the entire semester;
3. Is regularly scheduled to work fewer than ten (10) hours a week; or
4. The GSEAU can demonstrate that due to the nature of his or her employment outside of American University so doing would inhibit the ability of the GSEAU employee to perform services for his or her non-University employer.

**When Workers Unite - Politicians Listen**

Voluntary contributions will be deducted in the authorized amount beginning on the first full pay period following receipt of this authorization by payroll. I hereby authorize my Employer to deduct : **\$10** or  \_\_\_\_\_ (other) from my paycheck each pay period for SEIU LOCAL 500 PAC, subject to the terms set forth below, under SEIU Local 500 PAC CHECKOFF AUTHORIZATION.

**SEIU Local 500 PAC CHECKOFF AUTHORIZATION**

I authorize SEIU Local 500 to file this payroll deduction form with my Employer, and for my Employer to forward the amount specified above to SEIU Local 500 PAC. I voluntarily make this authorization, based on my understanding that: 1. Signing this form and making voluntary contributions are not conditions of my employment by my Employer or membership in the Union; 2. I may refuse to contribute without any reprisal; 3. Only union members and executive/administrative union staff who are U.S. citizens or lawful permanent residents are eligible to contribute to SEIU Local 500 PAC; 4. The amounts above are merely a suggestion, and I may contribute more or less by some other means without fear of favor or disadvantage from the Union or my Employer; 5. SEIU Local 500 PAC uses the money it receives for political purposes, including but not limited to contributions and expenditures in connection with federal, state and local elections, and political issues of public importance; 6. All or part of my contribution to SEIU Local 500 PAC may be forwarded to SEIU COPE, a political action committee under the auspices of SEIU, the national affiliate of SEIU Local 500. This authorization remains in full force and effect until revoked in writing by me.

Contributions to SEIU Local 500 PAC are not deductible for federal income tax purposes.

\_\_\_\_\_ Signature of Employee

\_\_\_\_\_ Date

**TO BE COMPLETED BY THE UNION OFFICE**

Dues/Agency Fee Deduction:      \$ \_\_\_\_\_.\_\_\_\_\_      Deduction begins: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

COPE Contribution Amount:      \$ \_\_\_\_\_.\_\_\_\_\_      Date sent to employer: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

Initiation Fee Amount:      \$ \_\_\_\_\_.\_\_\_\_\_      Initials: \_\_\_\_\_

Authorized by  
SEIU Local 500: \_\_\_\_\_

Form created January 2019