

# FAIR SHARE REBATE

## Question & Answer



### Q. What is a fair share fee payer?

A. Employees of the State of Ohio, Auditor of Ohio, Treasurer of Ohio and the Franklin County Department of Job and Family Services who have a job in a bargaining unit position but are not members of OCSEA pay a fee for representation equal to the amount of union dues paid by OCSEA members.

### Q. What is a Fair Share Rebate?

A. Fair Share fee payers can apply annually for a rebate of a portion of the fee they pay. The rebate amount is based on the amount of money spent by chapters, districts, assemblies, OCSEA central office, and AFSCME International that is for 'non-chargeable' expenses. Since January 2005 the rebate is paid out in four quarterly payments rather than one year's payment in advance in order to ensure that those receiving payment remain eligible throughout the year. The application process is sent annually by OCSEA to fair share fee payers listed in the OCSEA database in the last quarter of the year.

### Q. What are Non-chargeable expenses?

A. Expenses for certain political activities, ideological activities and activities for members only are considered non-chargeable. Examples

of such political activities include mileage reimbursement and expenses to work on "Get Out the Vote" activities; or to attend a candidate-screening meeting. Examples of ideological activities include donations to charities; sign-up fees for a United Way golf outing; and attendance at a conference that deals with a topic unrelated to union activities such as women's issues or Solidarity Day rallies. Examples of activities for members-only include Helping Hand; softball team sponsorship where the team can only be made up of union members; and scholarships for union members.

### Q. What are Chargeable expenses?

Expenses related to enforcement of a contract, costs related to doing union business as required by the OCSEA Constitution and training or conference costs related to union or contract issues are considered chargeable and are not included in the calculation of a fair share rebate. Examples of contract enforcement expenses include steward's expenses; mileage and postage for grievance filings and hearings; cost of copies needed for grievance processing; costs for contract ratification procedures; and costs to impact bargain or negotiate a Memorandum of Understanding during the term of an existing contract.

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Examples of costs related to doing union business include meeting expenses such as hall rental, refreshments, release time and mileage reimbursement for officers and delegates to attend a meeting; postage and copy costs for meeting notices, copies of minutes, checks, computer supplies, etc.; phone and pager expenses for equipment used to conduct union business; and expenses related to the election process for officers and delegates. Examples of training or conference expenses include all costs associated with the OCSEA biennial convention; steward and leadership trainings; and arbitration/grievance training.

**Q. How are Chargeable and Non-chargeable expenses tracked?**

**A.** OCSEA central office has always tracked expenses in the operations budget by chargeable and non-chargeable categories. Historically all chapter, district and assembly rebate expenditures were assumed to be non-chargeable and no separate tracking of

activities at the subordinate body level were required. Due to the fact that subordinate bodies do expend monies on contract enforcement and constitutionally required activities (chargeable expenses), beginning in January 2005 subordinate bodies have been required to track chargeable and non-chargeable expenses separately. The OCSEA Secretary-Treasurer and the Comptroller will be available to train subordinate body officers on how to track expenses properly. Subordinate Body Officers can call 1-800-969-4702 to contact the Comptroller at ext. 4730 and the Secretary-Treasurer at ext. 4728 for guidance.

**Q. Where does the Fair Share Rebate money come from?**

**A.** Beginning in January 2005 the chapter rebates have been reduced by the rebated percentage for each fair share fee payer requesting a rebate before the rebate is sent out by the OCSEA Comptroller. On average, each chapter will pay \$11.44 for each fair share rebate requested.

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