

OCSEA Dues



Although dues amounts and obligations are spelled out in the OCSEA and AFSCME International Constitutions, there are frequent questions regarding the administration of dues, particularly for employees on leave or disability and regarding the union's obligation to persons who may have stopped paying dues. The following information is intended to ensure a uniform understanding of existing policy in this area.

Dues Rate

The dues rate for all OCSEA members is the same, whether they are in active payroll status or not: 1.25% of the employee's regular base rate of pay. Thus, employees who wish to continue active membership status while not on the payroll must pay dues at the same rate as if they were a regular employee. (See Article XIV Dues of the OCSEA Constitution) Employees recalled from temporary, seasonal layoff or returning from leave of absence shall resume payroll deduction of dues or fair share fees whichever was in effect prior to interruption of payroll status.

Maintenance of Membership

Employees, who are members on the effective date of the agreement or become members during the course of the agreement, will be members for the life of the contract.

However, during a 30 day period, commencing 60 days prior to the end of the agreement, employees can terminate their membership by giving a written notice to OCSEA Central Office.

*Certain rules apply to those that have a grievance pending, are out of workers compensation, disability or military leave.

Cash Payment

To maintain membership while not on payroll deduction, members must remit their dues to the OCSEA Comptroller by check or money order in advance of the period to be covered by the dues.

Representation Rights

As exclusive representative, OCSEA has a legal obligation to fully represent all bargaining unit employees, members and non-members alike. Thus, an employee on leave or disability, who has allowed their dues to lapse, is entitled to the same level of union representation as a member who has maintained dues payments. Membership is not a condition of representation by the union.

Holding/Eligibility For Office

Continued payment of full dues is a condition for continuing to hold office in the union while not on the public employer's payroll. Further, there are constitutional eligibility requirements which may prevent an employee, who is no longer actively employed by the public employer, from continuing to hold office or maintain membership. Consult with the Executive Director's office for information on particular situations in this regard.

Voting Rights

Only members in good standing (current in payment of dues) are entitled to vote on union business, including election of officers and contract ratification.

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