



Service Employees International Union Local 500

Election of Membership Status and Payroll Deduction Authorization for Dues and Fees

The collective bargaining agreement between GWU and SEIU Local 500 provides that, except as listed in the box on the reverse of this page, all faculty members who become employed by the University and covered by this Agreement **must** either voluntarily become members in the Union, or shall be required as a condition of continued employment to pay to the Union each month a service charge as a contribution toward the cost of administration of this Agreement and representation by the Union, beginning no later than thirty-one (31) days after the date of their initial appointment.

PLEASE COMPLETE THIS FORM & RETURN IT TO SEIU LOCAL 500

Employee Name: _____ Employee ID Number: _____

Current Mailing Address: _____
House or PO Box City State Zip

Home Phone #: _____ Alternate Phone #: _____

Email: _____ Department: _____

_____ Date of first semester hired Annual Salary from GW: Above \$5000 ☐ Below \$5000 ☐
I teach: ☐ Spring semester only ☐ Fall semester only ☐ both semesters

SELECT ONE

- ☐ I wish to have my membership fees & dues deducted from my monthly paycheck.
- ☐ I wish to have my agency fees deducted from my monthly paycheck. Prior to collecting the agency fees, I understand that the Union will send me 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.
- ☐ I believe I am covered by category _____ (from the numbered categories on the reverse) that exempts me from the requirement to become a member or to pay agency fees. I understand that the Union must verify this status.
- ☐ I wish to make direct pay arrangements, so I will call the Union office at 301-740-7100.

Accordingly, as payment for membership dues and fees or agency fees to SEIU Local 500, I hereby authorize and request my Employer, The George Washington University, and any successor Employer, to deduct from wages hereafter due me, and payable on each available pay period due me, such sums for Union dues, fees and/or assessments as may be certified due from me to SEIU Local 500, and remit these dues, fees, and/or assessments to the Union at times and in a manner agreed upon between the Union and the Employer. 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

EXEMPTION CATEGORIES

In order to retain their appointments, all faculty covered by this agreement **must** either become a member of SEIU Local 500 or pay the agency fee, unless they fall into one of these *exceptions*:

1. Members of federal, state, or District of Columbia judiciaries.
2. Faculty members who hold diplomatic or ambassador status.
3. Faculty members who are full or part-time employees of the International Monetary Fund or the World Bank Group.
4. Presidential appointees or non-career Senior Executive Service officials of the U.S. government, or foreign government officials.
5. Faculty members who are not paid directly by the University and whose services are instead procured through a contractual arrangement between the University and the faculty member's primary employer.
6. Retired full-time University faculty who have emeritus status.
7. Faculty members who are appointed to teach a compressed course (i.e., six weeks or less in duration).
8. Faculty members who establish that supporting Local 500 through payment of agency fees would create a conflict of interest with their non-GWU employment. However, these Faculty members are required to make contributions in an amount equal to the agency fee to a non-religious charitable organization(s) agreed to by the University and the Union in lieu of paying the agency fee to the Union.
9. Faculty members employed by GW in Virginia.

<u>Current Dues and Fees Rates</u>	Member monthly	Agency fee monthly*
\$5,000 and up annually	\$30.00	\$24.30
Below \$5,000 annually	\$22.00	\$17.82

*The amount of the agency fee is determined by the Union in accordance with applicable law. The agency fee is the full dues rate, less the percentage of full dues that is not attributable to bargaining, administering, and enforcing the contract. Currently, that service charge, known as the agency fee, is 81% of the dues rate.

TO BE COMPLETED BY THE UNION OFFICE

First membership dues deduction in the amount of \$_____ per pay period and a **one time initiation fee** in the amount of \$_____ will be deducted beginning on _____.

Authorized by
SEIU Local 500: _____ Date: _____

Date sent to
employer for processing: _____ Initials: _____

SEIU Local 500, 901 Russell Ave, Suite 300, Gaithersburg, MD 20879

Dec-10