

From: Sharon Demers, Assistant Vice President for Human Resources [mailto:hrinfo@unh.edu]
Sent: Thursday, March 27, 2008 2:00 PM
To: PAT Staff, Operating Staff, Extension Educators
Subject: Staff Unionization
Importance: High

I am sending along two similar staff concerns sent to Human Resources recently.

I appreciate your efforts to provide us with information about the union process - pros and cons. I am not supportive of organizing because I do think that we have maintained good partnerships with the administration. And although the rising costs of healthcare are a concern to me, I think that isn't going to be solved by forming a union. One of the things that REALLY caught my eye with the materials that were sent to my home with the Union Card was that monthly dues would be approximately \$30. For me, that is significant. If I had to make union dues payments, I wouldn't be able to pay for dance classes or other activities for my child - and that concerns me. And I have a "good job." I honestly wonder how others in my situation (single moms) would be able to afford this extra cost.

And from another staff person, along the same lines:

If more than 50% of the staff sign union cards, does that require the rest of us to join and pay these dues?

A: If a union is successful -- that is, if it is certified by the Labor Board either through an election or if the union organizers are able to get more than 50% of the staff in an appropriate unit to sign authorization cards -- there are some key points to remember:

- There is a real likelihood that you may, as a condition of employment, have to pay money to the union every month either in the form of union dues, or in the form of an agency fee (sometimes called a "collective bargaining service fee" or "agency service fee"). The agency fee would be slightly less than the full amount of dues and would be for those employees who chose not to join. You may have to pay such fees because almost all unions will demand at the bargaining table a provision in the contract that all bargaining unit members - whether they supported the union or not - either pay union dues or an agency service fee to the union as a condition of employment. These provisions appear in most collective bargaining agreements, including, for example, the collective bargaining agreement that our own UNH faculty have. Faculty at Keene State College have similar provisions in their union contracts.

- Union dues and other fees are determined solely by each union, and not by the University. The rules for determining how these fees are set and how they may be increased are governed by the applicable union. The University does not have any control over how high the union dues or fees may be. Like any other organization, unions need money to pay for their own employees, agents and lawyers and to meet their other

expenses. And like anything else, these dues and fees can (and are likely) to go up over time.

The administration is providing answers to questions you have on the Human Resources Web site, and we will continue to keep that updated for all of you. You may review the questions and answers at <http://www.unh.edu/hr/union-organizing-drive.htm>