

University of Washington Housestaff Association

Membership Card

Membership in the University of Washington Housestaff Association (UWHA) requires paying the associated membership dues. In accordance with the Constitution of the UWHA the dues are not to exceed 0.3% of the intern's (PGY-1) salary per year. Per the UW/UWHA CBA, residents covered under this contract must pay either dues or a fair share fee as a condition of employment. The fair share fee covers costs associated with the collective bargaining process, and will be adjusted annually to reflect chargeable and non-chargeable expenditures. The fee is currently equal to the membership dues. The current membership dues (or associated fair share fee if a non-member) is **\$7.00 paid twice per month**, should this amount change during the employees' training at the University of Washington they shall be notified by the UWHA of such change at least 1 month prior to implementation of such a change. Persons with a bona fide religious objection to paying dues or fees to the UWHA must contact UWHA directly (PO Box 95318 Seattle WA 98145).

AUTHORIZATION FOR PAYROLL DEDUCTION

I, _____ hereby authorize my employer, **The University of Washington**
(Print First and Last Name)

to deduct from my wages and pay the UWHA an amount equal to the dues or fees that I am responsible to pay to the UWHA in order to secure and maintain my membership or comply with the terms of the union security provision of a collective bargaining unit during the duration of my training in a position that is covered by the UW/UWHA CBA. This authorization shall be irrevocable for a period of one year or until the termination of the collective bargaining agreement between my employer and the UWHA, whichever occurs sooner. This authorization will be automatically renewed at the end of this period for successive periods of one year (or until the expiration of the collective bargaining agreement if that occurs sooner) unless I give my employer written notice revoking this authorization not more than 25 days and not less than 10 days prior to the end of each one-year period (or prior to the expiration of the collective bargaining agreement if that occurs sooner), even if I have resigned my membership in the UWHA.

Please check **ONE** of the following:

- I would like to be a **member** of the University of Washington Housestaff Association and agree to pay the associated membership dues.
- I would like to be a **non-member** of the University of Washington Housestaff Association and agree to pay the associated fair share fee.
- I claim a religious objection to paying dues or fees to the UWHA pursuant to RCW 41.56.122 and will contact the UWHA to describe this objection and determine the appropriate action.

SIGNATURE

DATE

Employee ID: _____

NOTICE TO BARGAINING UNIT MEMBERS:

Contributions or gifts to the UWHA are not tax deductible as charitable contributions.

You have the right to not authorize payroll deductions to meet your financial obligation of paying membership dues or associated fees, but if you choose to do so you will have to contact the UWHA to make other arrangements to fulfill these obligations. You must notify the union in writing by mailing a notice of your decision to the Treasurer of the UWHA, PO Box 95318 Seattle WA 98145. You should include your name, address, employee ID number and best contact information.

If you elect to be a non-member of the union, you will have a right to object to providing financial support to activities not germane to collective bargaining. If you are a non-member and do object, the union will reduce your financial obligation proportionally (if applicable) and you will pay what is called a "fair share fee" for union expenditures germane to collective bargaining. The union will also apprise you of the percentage of the reduction in fees for objecting non-members, and you may contact the union to request information showing the breakdown of chargeable and non-chargeable expenditures so you may assess whether the union has correctly calculated the percentage. Objecting nonmembers have a right to challenge the union's calculation of the percentage and will receive information about the union processes for filing such challenges. If you elect to be a non-member and limit your obligation to the union to the payment of fees equal to the standard initiation fee and periodic dues and/or if as a non-member you object to providing financial support to activities not germane to collective bargaining and/or if you challenge the calculation of the fair share fee, you must notify the union in writing by mailing a notice of your decision to the Treasurer of the UWHA, PO Box 95318 Seattle WA 98145. You should include your name, address, employee ID number and best contact information. If you elect not to be a member of the union, and/or to object, and/or to challenge the union's calculations, the union will nevertheless continue to represent you.