

Sir or Madam,

Effective immediately, I resign membership in the union _____
and all affiliates.

As a nonmember, I request that you immediately cease deduction or refund that portion of my dues which are not germane to the negotiation or administration of the collective bargaining agreement, in accordance with the U.S. Supreme Court's decisions in *Communication Workers of America v. Beck* and *Abood v. Detroit Board of Education*. I request further to be provided with audited documentation of the union's chargeable and nonchargeable expenses, in accordance with *Chicago Teachers v. Hudson*.

This objection is permanent and continuing in nature and should be honored for as long as I remain in the bargaining unit.

Since I am continuing to pay for the "representation" portion of my dues, I understand that the union will continue to represent me fairly and without discrimination in all matters subject to collective bargaining. I understand that I cannot be denied any benefits, including health care, pension, step increases, etc., under the labor contract with my employer because of non-membership in the union.

I trust that you will act promptly to properly observe my constitutional rights.

Full Name _____

Contact Phone _____ Email _____

Employer _____

Position _____ Full-time/part-time _____

Signature _____ Date _____

Instructions to reclaim union overcharges and pay only for workplace services

Identify which union is collecting your dues. This can be done by checking your pay stub or asking your human resources office.

Put the union name in the blank space in the first sentence.

Find the mailing address of the union. This can be done by internet searching, examining the mail you might receive from the union or contacting your human resources office. Make sure that you have the correct mailing address, as it may be different than the physical location. Sometimes a local union has one address and the state council or association has another. Select the one which takes the most money or perhaps send a copy to both. The address will be in Oregon even though some unions have a national or international affiliate.

Put the address in the blank spaces provided at the top of the letter.

Provide as much information as you can to help them identify you. Fill in the blanks and provide other details you think will help them recognize your workplace specifics.

Sign and date the letter.

Make a copy for your file. If you are sending it to a second location (the local *and* the state union), then copy and sign an extra.

Mail the letter and note the date. To be sure that your request is received, you may want to send it via certified mail.

Keep all correspondence and notes from any conversations related to the resignation.

What to expect next

Some acknowledgement should be received within a few weeks.

Because dues collection is the core of the union business model, most who seek the refund or dues reduction will get a sales pitch to talk them out of it. Sometimes the sales pitch includes untrue claims and scare tactics. Ask to have any questionable claims documented in writing.

Watch for the dues reduction or refund check. Contact the union if nothing happens.

All fee payers are to receive an accounting of how the union spends money which shows how much it spends on workplace services and how much it spends on extraneous things (called “nonchargeable” expenditures). If you do not receive this within a year, ask for it.

Some unions have tricked members into agreements that do not allow resignation except during a small window of time. If this is claimed in your case, ask for documentation.

Remember, you are still being charged a fee for the union-calculated cost of workplace services. You are entitled to those services – help with contract enforcement, grievances, discipline assistance and other workplace representation.