Rap for Inquiries into Stopping Fee Deductions or Canceling Membership

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*[Member/fee payer calls to inquire about or demand change to fees/membership dues. They may or may not reference the Supreme Court decision.]*

I would be more than happy to give you some information on that. There was, in fact, a recent Supreme Court decision that affected the requirement for nonmembers to pay fees. What have you heard about that?

The recent lawsuit, which was funded by anti-union groups and billionaires, was brought to the Supreme Court in an attempt to divide working families. It did this by attacking a 40-year-old Supreme Court ruling that allowed workers to stand united through the use of fair-share fees. The idea behind that precedent was that everyone benefits from contracts and representation, so everyone should pay their fair share of union fees. Because of the current makeup of the Supreme Court, this new decision throws out that precedent and undermines 40 years of established practices. Are the protections of a strong contract important to you? What is the most important thing in your contract that you would want to protect?

Well, the court’s decision, if those who brought the lawsuit have their way, could potentially affect your union’s ability to protect those rights.

*[If they are calling to stop Fair-Share Fees]*

So as far as your fees are concerned, you should know that our union was not a party to the recent Supreme Court decision about fair-share fees. But, in order to avoid any issues or confusion, we have told the [school district] that we are no longer collecting any fair-share fees and have asked them to immediately stop all deductions for such fees. The [school district] has told us that all fair-share fee deductions will stop as of [provide date, if available]. You do not have to do anything to stop the deduction of fair-share fees.

You just finished telling me that [issue just mentioned] is an important part of your contract that you want to protect. Do you think that the [school district or other employer] will think that is important if their employees stop supporting their union?

The best way to maintain the protections we have in our contract now and in the future is to stick together. Since you can no longer be a fee payer, would you like to stand with your co-workers and be a member? The member dues are almost the same amount as what you have been paying since you started with [school district], and by standing with your co-workers [the concern just mentioned] and other issues in your contract will be more likely to be protected.

[If YES] Great! Where can I meet you to make sure you get a membership form?

[If NO] If fewer people participate in your union, the [school district or other employer] will know that there are fewer people who will be upset if something like [the priority issue] is no longer a protected right in their contract. Won’t you stand with your co-workers to make sure that those rights are protected?

*[If they are seeking a refund]*

If you are asking for a refund of fair-share fees already paid, I can take your name and mailing address and send you the information about how to request a refund. We are still analyzing the potential effect of the court decision on our local and have not yet made any decision about how to deal with refund requests. However, as you and I were just discussing, the best way to protect the rights we have won in our contract is by sticking together. Since you can now no longer be a fair-share payer, will you stand with your coworkers and become a member today?

**Records of Inquiries**

In addition, complete records of such inquiries should be kept (ideally on a single standardized form) to allow the local and state affiliate to spot issues and common patterns that may require a more systematic organizing, legal or other response. Such records should include the following information:

* The date, time, and type of contact (email, call or other);
* The name and contact information for the caller as well as any other information needed to identify the person in the affiliate’s records;
* The type of inquiry—namely, whether the call is a fee-payer calling to stop fee collections; a fee-payer calling to ask for a refund of fees; a member calling to drop membership; or some other inquiry;
* Other key points—e.g., did it sound like the caller was reading from a script; how was the inquiry resolved (e.g., did the individual change their mind and sign up to start or maintain membership?).