

UNIVERSITY  
OF  
CALIFORNIA

June 27, 2018

Dear Colleague,

I'm writing to inform you about a recent United State Supreme Court decision concerning paycheck deductions for union-represented employees who work for public employers, including public universities such as UC.

In a case brought by an Illinois state employee against the American Federation of State, County and Municipal Employees (AFSCME) union, the Supreme Court on June 27, 2018 ruled that it is unconstitutional for unions that represent government employees to collect what are known as "agency fees" from nonmembers. The court decision affects represented government employees in 22 states, including California, where unions collect these fees.

Unions collect dues from their members and agency fees from nonmembers. Nonmembers are people who are not registered dues-paying members but who are still represented by a union and therefore pay a fee for that representation. By law, UC is required to deduct dues and agency fees from the paychecks of represented employees and transfer the funds to the unions.

As a result of the Supreme Court ruling, UC will no longer deduct agency fees from the paychecks of union nonmembers. These deductions will stop with the July 25, 2018 paycheck for most employees who are paid biweekly (every other week) and August 1, 2018 for employees who are paid monthly.

The Supreme Court decision does not affect the dues that union members pay. UC will continue to deduct dues from these employees' paychecks and transfer the funds to the unions.

Attached and available [online](#) is additional information about how this decision affects employee paychecks.

If you have any questions about union fees, dues or membership, you may contact your local Labor Relations Office.

Sincerely,

Peter Chester  
Executive Director  
Systemwide Labor Relations