

What the U.S. Supreme Court's ruling in the Janus case means for UC union-represented employees

On June 27, 2018, in *Janus v. AFSCME Council 31*, the U.S. Supreme Court ruled that requiring non-members of public sector labor unions to pay agency fees violated those employees' right to free speech under the First Amendment of the U.S. Constitution. As a result of that decision, public sector labor unions are no longer permitted to collect agency fees from non-members. The University is required to comply with the *Janus* decision, and as explained in further detail below, will stop deducting agency fees from employees that have chosen not to join a union.

Q. Who does this decision apply to?

A. This court decision applies to all U.S. public sector employees represented by a union but have chosen not to join the union. Those employees had been previously required under law to pay monthly "agency fees" as a condition of employment. The decision does not affect union members who pay monthly union dues. The decision also does not apply to union-represented employees who are employed by private (i.e., non-governmental) organizations.

Q. What's the difference between union dues versus agency fees?

A. Union dues are paid by members who have chosen to join a union. Those employees who have declined to join a union are required to pay what is known as agency fees. Agency fees are intended to cover the cost of negotiation, contract administration, and other activities of the union that are germane to its functions as the exclusive bargaining representative. Dues-paying members may enjoy rights and privileges, such as voting rights, that are not similarly enjoyed by non-members.

Q. I don't know if I pay dues or fees -- how do I find out if I'm affected by this decision?

A. If you are unsure about whether you pay dues or fees, contact your local labor relations office or your local union representative.

Q. How will this decision affect UC employee paychecks?

A. Since employees who pay a fee to the union are now no longer required to make those contributions as a result of this decision, UC will discontinue paycheck deductions for these employees.

Q. If I'm an employee who is affected by this decision, when will I see a change in my paycheck?

A. Most employees who are paid biweekly (every other week) can expect a change by their July 25, 2018 paycheck. Employees who are paid monthly can expect to see a change in their August 1, 2018 paycheck.

Q. How do I find out how much the fees are – and therefore, how much will no longer be deducted from my paycheck?

A. Fees and union dues for each UC bargaining unit are listed at <https://ucnet.universityofcalifornia.edu/labor/fees-chart.html>

Q. Whom can I contact if I have questions or want more information about this?

A. If you have questions or want more information, please contact your local labor relations office or your local union representative.