



The attached is the policy adopted by  
Teamsters Local 214's Executive Board  
Effective July 1, 2013 regarding the procedures  
to be followed affecting bargaining unit members  
who opt out of paying dues and have requested to  
have their grievances processed.



### TEAMSTERS MEMBERS WHO OPT OUT OF PAYING UNION DUES POLICY

The following is the policy adopted by the Executive Board on June 10, 2013 affecting members of bargaining unions who opt out of paying union dues.

- (a) the union review cases on the merits (which we already do);
- (b) the union will consider pursuing individual cases for bargaining unit members on a non-discriminatory basis;
- (c) the union will routinely charge individuals for the actual cost of grievance processing and arbitration (arbitrator's fee and outside counsel);
- (d) the union will charge a flat fee of \$150.00 for the processing of a grievance and a flat fee of \$ \_\_\_\_\_ or one-half of the cost of the arbitrator and outside counsel, whichever is less;
- (e) payment in full in advance will be expected;
- (g) the union has discretion to waive fees in appropriate cases especially where the issue or decision may have a broad impact on the membership as a whole;
- (h) the fees will routinely be waived so long as the individual has maintained their membership in good standing since the end of their probation (except for layoffs);
- (i) the union will publicize this policy to all members, non-members and to new hires;
- (j) the union will maintain records showing that such notice was given individually to each member and non-member;
- (k) the union will create form letters, with a separate form letter for cases (1) that it has determined have no merit and will not be pursued, or (2) that cases where the issue seemingly or may arguably may have merit and that the union will pursue the case provided the charges set forth above are paid unless the individual can establish reason acceptable to the union for the waiver of the fees;
- (l) in the event a non-member refuses to pay the fees, the union will advise the non-member that it will not pursue his/her case. However, the union will not withdraw the case, but will hold it in abeyance. The non-member will then have six months to either file a ULP or a duty of unfair representation suit. In the event the non-member takes such action, the union can then determine how it will respond to such action.

Confirmed by:

Joseph Valenti  
President

***\*THIS POLICY MAY BE ALTERED AS NEEDED TO COMPLY WITH APPLICABLE LAW\****

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