



Memorandum

Date: June 27, 2018
To: All University of Alaska Provosts and Vice Chancellors of Administration
Cc: All University of Alaska Chancellors
From: Geoffrey Bacon, Labor Relations Director [REDACTED]
Re: Agency Fee Determined Unconstitutional

The recent US Supreme Court decision regarding *Janus v AFSCME Local Council 31* determined that it is unconstitutional to require employees who choose not to become dues-paying union members to instead pay an Agency Fee. The University is taking immediate steps to ensure compliance with this court ruling.

Under the law in effect prior to this decision, bargaining unit members could be required to pay Agency Fees to their union to support the administration of their collective bargaining agreement if they did not join their union and pay Membership Dues.

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The University will no longer be able to enforce Union Security provisions in our contracts. **Thus effective with this court ruling, employees are no longer required to either join a union or pay Agency Fees.**

The University will no longer require or deduct Agency Fees, and will refund Agency Fees not already transmitted to the union.

Employees previously terminated for failure to pay Agency Fees are no longer barred from employment based on a failure to pay those fees.

The University will **continue to deduct membership dues unless an employee revokes their payroll deduction.**

Do not use old Labor Relations templates or membership forms that reference Agency Fee. New templates are uploaded to the Labor Relations website. New forms will be uploaded to the Labor Relations website and templates will be updated in MyUA in the coming weeks. In the meantime please follow the memo on appointment letter guidance to manually update the current templates in MyUA. Please provide the enclosed voluntary payroll deduction form with new hire paperwork for any new F9 faculty.

The University will still continue to work with our union partners to negotiate and administer our collective bargaining agreements. Copies of voluntary dues deduction forms will be distributed to departments once available. If you have any questions please refer to our [FAQ](#) or contact me at 907-786-0815.

Please distribute as appropriate