

# Education Minnesota drop and dues revocation window Q&A

## 1. What is the purpose of the dues revocation window in Education Minnesota's membership and dues authorization forms?

The window, which is used by many labor unions in Minnesota and across the country, serves several purposes. First, it gives locals and Education Minnesota predictability in financing in order to plan budgets and provide services to members. Second, it gives leaders a chance to talk to individuals to make sure they do in fact want to leave the union before the dues collection stops. Third, it prevents individuals from joining the union for a brief period of time in order to obtain a service or vote on a contract without having a long-term commitment to the union.

## 2. Does Education Minnesota intend to enforce the September 1-30 dues revocation window in the membership application and renewal forms members have signed since the beginning of the 2017-2018 school year?

Yes. The forms members signed are a legally enforceable contract between the member, the local and Education Minnesota. A person who submits a request to drop membership before or after the window will receive a letter explaining to them that they may drop membership at any time, but if they signed a membership application or renewal form in 2017-18 or later, their obligation to continue paying dues continues until they submit a dues revocation letter or email within the window. We are not aware of any successful lawsuit challenging the validity of a dues revocation window.

## 3. What should locals be doing in response to individuals who submitted membership drop requests before the dues revocation window?

Local leaders should be talking with these individuals, making sure that they understand the consequences of no longer being a dues paying union member, and reminding them that they are required to submit a revocation during the dues revocation window. Having these conversations will also make it more difficult for people to claim that they did not understand the need to submit a dues revocation letter during the window.

## 4. When does the dues revocation window officially end? What happens if someone submits a dues revocation request after the window has ended?

The dues revocation window ends at 11:59 p.m. on Sept. 30. Requests received after this time will not be accepted; however, dues revocation requests postmarked or emailed on Sept. 30 or earlier but received on Oct. 1 or later must be accepted. Locals who receive requests to revoke dues on Oct. 1 or later should still send these requests to Education Minnesota's membership department. (See "Local Membership Drop Procedure" flowchart, 2-B.) People who signed the 2017-18, 2018-19 or 2019-20 membership application or renewal forms but who request to drop membership after the end of the dues revocation window will receive a letter from Education Minnesota informing them that they are free to drop their membership at any time, but their obligation to pay dues will continue until next



year's dues revocation window. Locals should encourage these individuals to remain members for at least the next year.

### **5. What will Education Minnesota do if a local agrees to honor a dues revocation request that falls outside the window?**

Education Minnesota will notify the local that they are to collect state and national dues from anyone who has not revoked dues authorization during the drop window. Education Minnesota will charge locals for the state and national dues of individuals who did not rescind their dues authorization during the drop window.

### **6. How soon after the end of the dues revocation window do locals need to send drop requests to Education Minnesota's membership department?**

As soon as possible, and hopefully no later than Oct. 5. Education Minnesota will verify that the person has submitted a valid drop and dues revocation request and will email confirmation to the member, local membership contact and local president. The most important part of this process is that the local promptly notifies district payroll to cancel dues deductions for these individuals effective Oct. 1. If dues are collected for individuals who submitted valid dues revocation requests for any portion of the pay period after Oct. 1, locals and Education Minnesota will need to promptly return these dues. Local membership chairs may want to contact district payroll in advance to find out when the deadline is to stop dues deduction for the pay period beginning on Oct. 1.

### **7. How should locals respond to individuals who drop membership but attempt to provide a donation or fee to the local, saying that they only object to paying state and national dues?**

Locals should not accept these payments. The concept of making a "donation" to the local is being pushed by Center of the American Experiment and other anti-union groups as a way of undermining state and national unions so that local unions will be less powerful. Local leaders should explain to members that unified membership helps ensure a strong voice for educators at the local, state and national levels, and that we are much stronger when we work together. There is also a legal risk that a donation from a non-member could give rise to an expectation by that individual to continue receiving member-only benefits even though they are not paying state or national dues.

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