



**Employment
Security
Department**
STATE OF WASHINGTON

**Human Resource Services Division
PO Box 9046
Olympia, WA 98507-9046**

November 29, 2005



It has been brought to our attention that you have been employed in a bargaining unit position covered by a Washington Federation of State Employees (WFSE) collective bargaining agreement since July 1, 2005, and the union has not received your Payroll Deduction Authorization card of payment of dues or a fee as of September 30, 2005.

Under Article 40.3, Union Security, of the new collective bargaining agreement between WFSE and the state of Washington, union security is a condition of employment requiring all employees covered by this agreement to either become a member of the union and pay membership dues, or, as a nonmember, pay a fee no later than July 30, 2005.

As an agency, we will have to begin the termination process for your position because we understand you are not paying your required union dues or fees. Please respond to the union for payment of your dues or fees by December 12, 2005, or we will have no choice but to begin the termination process.

Sincerely,

Peggy J. Zimmerman
Acting Assistant Commissioner

PJZ:kaa

[REDACTED]

From: [REDACTED]

Sent: Wednesday, November 30, 2005 8:09 AM

Subject: Union Dues and Representation Fees

Union Dues

The Employment Security Department has received a list of approximately 70 employees who have not fulfilled the union dues or union fee requirements. In accordance with Article 40, the union requests that the department enforce the union shop article by proceeding with termination of those employees. The HR office is in the process of verifying the list, informing the union of employees who are on leaves of absences, military leave or have submitted union deduction cards since the date of the unions list. Remaining employees on the list will receive final notice from ESD and will have an opportunity to complete union deduction cards before termination action is taken. Notices to employees on the union's list will go out during the last week in November. If employees do not comply within the designated time, termination actions will take place during December. This is new to all of us and we want to take the extra step to ensure our employees understand the impact of their decision not to comply with Article 40. Any questions regarding Article 40 may be directed to your HR Consultant.

11/30/2005