MEMORANDUM

To: All KFT Agency Fee Payers

From: Billie J. Bailey, KFT Treasurer

Date: June 17, 2014

Subject: Agency Fee Payer Reports

The Kean Federation of Teachers is dedicated to transparency. Part of our dedication to transparency is to inform agency fee payers of our bargaining unit of the union’s expenditure of their agency fees to the union. As you may know, agency fee payers – employees who have chosen not to join the union – are in fact represented by the union and thus, by law, pay approximately 85 percent of member dues. The Federal and State law regarding union operations make a distinction between chargeable and non-chargeable expenses. Chargeable expenses are those paid by both members and non-members, and Non-Chargeable expenses are only paid by members.

Chargeable expenses are those incurred by the union that reflect the share of costs of operation of the union which are considered necessarily and reasonable incurred for the purposes of assisting the union in their role to represent employees in labor management issues, including the costs of negotiating and administering our collective bargaining contract, settling grievances and disputes, arbitrations, court actions, activities reasonably taken by the union to represent employees of the bargaining unit, and expenses to continue the existence of the union.

Non-Chargeable expenses are those incurred by the union of an ideological or political nature and other activities that are not germane to work-related interests of bargaining unit employees such as organizing activities. The term political is defined as support for or against candidates for political office at any level of government and any office in the union structure. The term ideological is defined as support for or against certain positions that the union may take which are not work-related.

Kean University employees represented by the Kean Federation of Teachers are actually represented by the Kean Federation of Teachers (KFT), the Council of New Jersey State College Locals (CNJSCL), the American Federation of Teachers- New Jersey (AFT-NJ) and the national union, the American Federation of Teachers (AFT). Under Federal law each group is required to prepare a Chargeable – Non-Chargeable Report detailing what union activities are chargeable and which are not. For your review, I have placed all four reports (AFT, AFT-NJ, CNJSCL, and KFT) at the link provided below:

<http://021870.nj.aft.org/2012-3-chargable-expenses-reports>

If you have any questions, please contact me, Billie J. Bailey, KFT Treasurer, at [baileybillie@yahoo.com](mailto:baileybillie@yahoo.com) If, after reviewing all the above information, you decide you would like to become a full member of the union, please call the KFT office at (908) 737-3925 to inquire about signing a membership card.

Respectfully submitted,

Kean Federation of Teachers – AFT, Local 2187 Hutchinson Hall – Room 201G

1000 Morris Avenue

Union, New Jersey 07083

(908) 737-3915 (phone)

(908) 737-3929 (fax)

[www.kft2187.org](http://www.kft2187.org)

Email: kftoffice@kft2187.org