



It's Time to Take ACTION - eDues is Coming!

Currently, payroll deductions for higher education professionals are allowed for several purposes, including purchasing supplemental insurances, donating to organizations like the United Way, and contributing dues to your union. Payroll deduction of dues is also a working condition that our unions in every college and university have collectively bargained into their contracts.

Some politicians in Tallahassee want to take away your ability to voluntarily use payroll deduction to pay dues to your union. Additionally, these politicians would require that education unions maintain 60% membership or face decertification.

Education unions are once again being singled out and we cannot sit back and wait. **WE MUST TAKE ACTION!!** Locals across the state of Florida are working to inform and increase their membership as we prepare to offer eDues for our members!

eDues FAQs

Why should I switch to eDues?

- Save your union! By converting to eDues now, our union will have income after July 1 and be able to operate without laying off staff and reducing operation.

What is "eDues"? Why are we talking about this?

- eDues means payment of your union dues through bank draft on the same schedule as your regular deductions from your paycheck.
- Politicians in Tallahassee think higher education professionals are being fooled into paying union dues. They think you need to be "protected" from being a union member.
- It is all but certain that a law banning payroll dues deduction will pass. The governor has also suggested that the same bill require unions to have 60% membership to stay certified and keep their union contract.
- This is their way to silence our voice by defunding our union.

Why should I switch to eDues?

For all the normal reasons you already choose to be a union member

- When a law banning payroll deduction is passed, and without an alternative way to pay your dues, you will lose your union membership, along with all of the rights, privileges, and benefits that entails.
- Signing up for eDues represents a recommitment to your union.

You want to keep your union contract

- Since local unions could risk decertification unless they maintain 60% membership, by signing up for eDues, members can ensure they keep their contract in place.

Protection

- Violation of member's rights, unjust discipline, termination, suspension, non-renomination, etc., happen to our members all over the state. You need to make sure you are protected.

Privacy

- Out-of-state political groups have been soliciting public education employers to give them names, addresses, etc., of employees who are union members, to add them to junk mail lists. This system would end that problem.
- There have even been instances of bad-faith actors impersonating union members to run various scams on other union members through public records. Our system would help prevent this issue.
- Removing the college or university from the equation protects your personal information from being harvested or stolen, and harder for the employer to know who our members are.

How does eDues work? How do I sign up?

UFF's eDues system: Plaid

- Chapters across the state are partnering with the United Faculty of Florida (UFF) through its parent organization, the Florida Education Association (FEA), to offer eDues to members through *Plaid*, a third-party technology platform that facilitates communication between your bank account and your union's bank account to complete an ACH payment - The Automated Clearing House Network.
- Many other apps, services, and merchants rely on *Plaid* to connect with their customers' bank accounts (like *VENMO*). *Plaid* connects its clients with over 11,000 different financial institutions.
- If you regularly use a credit/debit card online or in stores or input your bank username/password or account numbers anywhere online to make purchases or pay bills, *Plaid* is almost certainly involved in at least some of your transactions.

What happens when I sign up for eDues?

- When you sign up for eDues, you will be asked to enter the login credentials or bank account information for your financial institution at an online portal.
- You will then be asked to authorize your bank account to make dues payments on exactly the same payment schedule as you are currently paying dues via payroll deduction.

- *Plaid* will tell your bank to send those payments to your local union's bank.
- Your chapter, UFF, and FEA are not directly involved in the transaction, nor do we want to be! At no point in this process is any of your banking information in the hands of any chapter or FEA/UFF representative, employee, officer, etc.
- Your local union only sees the payments themselves and who is making them, not any other protected or confidential information.

Do I need to worry about double-paying my dues?

- Payroll deductions will most likely be outlawed July 1, 2023. At this moment, UFF recommends setting up your eDues for the first deduction after that.
- Just to be safe, keep an eye on your pay stub. If you notice that you have had dues both deducted from your paycheck and withdrawn from your bank account, send the documents to UFF immediately for verification so a refund can be processed.

Will my dues increase?

- No. The eDues system provided by UFF will not cost your chapter any additional money to operate, so your chapter will not incur processing fees for eDues deductions.
- UFF dues are 1% of base salary and have been for over forty years. The only way dues would increase would be in accordance with UFF's governing documents, including timely notification, democratic deliberation, and a vote regarding any change.

Is eDues secure?

- As stated above, your chapter and UFF staff do not collect or store your banking information in our databases, therefore we cannot share or lose your account data.
- ACH is the same manner in which the employer deposits your paycheck to your bank account. eDues simply allows members to automate the direct payment of dues from their bank account to their local Union's bank account through ACH - the Automated Clearing House.
- ACH is trusted by financial institutions to transfer funds electronically and it is more secure than other forms of payment collection, such as cash and paper checks according to the Federal Reserve. This is why it is the trusted way our members make payments every day for things like car payments, mortgages, rent, cell phone bill, insurance, and more. www.nacha.org/news/ach-payments-have-lowest-fraud

For more information and resources on the 2023 Legislative session, to take action and see the Bills FEA is watching visit:

feaweb.org/session

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