

VSEA POLICY #10-F

GOVERNS:

COST TO NON-MEMBERS WHO DO NOT PAY AGENCY FEE FOR VSEA REPRESENTATION.

PURPOSE:

TO ENSURE APPROPRIATE FEES FOR VSEA REPRESENTATION ARE CHARGED TO NON-MEMBERS WHO DO NOT PAY AGENCY FEE.

POLICY:

Employees within bargaining units of the VSEA who are eligible for, but are not members of VSEA, and who do not pay VSEA a collective bargaining service fee (agency fee), may obtain VSEA representation as set forth in this policy.

PROCEDURES TO BE FOLLOWED:

1. *Representation by Field Staff in Disciplinary Investigations, Grievance Proceedings, or other matters.*

A non-member who does not pay Agency Fee who wishes to consult with, or be represented by a Field Representative in a disciplinary investigation, grievance proceeding, or other matter, must pay a fee of Two Hundred Dollars (\$200.00) per hour, plus expenses, for the Field Representative's services. Charges shall be calculated based on a minimum of quarter hour increments.

2. *Representation by VSEA Legal Staff.*

A non-member who does not pay Agency Fee who wishes to consult with, or be represented by a VSEA attorney in any matter must pay a fee of Three Hundred and Fifty Dollars (\$350.00) per hour, plus expenses, for the attorney's services. Charges shall be calculated based on a minimum of quarter hour increments.

3. "Expenses" in this policy refers to all costs and charges incurred or expended by VSEA in providing consultation or representation to the non-member, including, but not limited to, witness fees, travel expenses, telephone charges, document requests, photocopying or scanning expenses, deposition reporter fees, and transcript charges.

4. VSEA will represent all unit members in the same manner, subject to the same rules and policies regarding representation, regardless of membership in the union. By accepting representation pursuant to this policy, non-members who do not pay an agency fee and who wish to be represented by VSEA agree to pay VSEA the required costs and expenses required by this policy.

5. SEPARABILITY.

If any provision of this policy, or the application of any provision thereof to any person or circumstance, shall be held invalid by any court or board of competent jurisdiction, the remainder of this policy, or the application of that provision to persons or circumstances other than those as to which it is held invalid, shall not be affected thereby.

Supersedes previous policy adopted 02-09-99.

Supersedes previous policy adopted 01-15-02.

Supersedes previous policy adopted 10-22-05

Supersedes previous policy adopted 5/18/10.

Supersedes previous policy adopted 12/13/11

Approved by VSEA Board of Trustees on: June 8, 2018.

Signature of VSEA President:

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