**DEFINITIONS**

**A** **bargaining unit**, in labor relations, is a group of employees with a clear and identifiable community of interests who are (under U.S. law) represented by a single labor union in collective bargaining

and other dealings with management.

**Bargaining unit members** are employees whose positions are included in the defined **bargaining unit** while union **members** are employees that pay dues to the labor organization. (Automatic payroll deduction of dues is commonly referred to as dues withholding.)

**A union member** is a person who chooses to belong to an organization of workers in the same skilled occupation or related skilled occupations who act together to secure for all members favorable wages, hours, and other working conditions.

**Fair Share/Agency Fee Payers** are employees who, in lieu of membership, pay a fee equal to unified dues. A fee payer is not a member of the local and is not able to hold office or vote in local elections. In addition, Fee Payers forfeit all access to membership benefits. As Fee Payers, they have a right to receive a rebate of the fee equal to the portion that represents political or ideological spending on the part of the local, CTA and NEA that is not related to collective bargaining or employment matters. If a new employee does not sign up for membership, they are automatically a fee payer unless they establish religious objector status.

**Religious Objector Status** In lieu of payment of dues or fees, a bargaining unit member may pay the equivalent of full unified dues to a non-labor, non-religious charitable fund which is exempt from taxation under IRS Code 501(c)(3), if they are a member of a religious body whose teachings oppose payment of dues or fees to employee organizations, or if they hold sincere religious beliefs opposing unions. The list of funds they may pay the dues equivalent will vary by local and must be included in that local’s collective bargaining agreement. If the local does not have such a list, the unit member may select any non-labor, non-religious charitable fund.