



# *Dues deduction in focus: Another attack on public employees*

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## **Payroll deduction of dues is your RIGHT**

This issue is about **freedom** – you have the right to manage your own money as you see fit.

It's about **convenience** – payroll deduction helps you budget more effectively.

It's about **fairness** – if union dues can't be withheld, why should other organizations have this right?

***For years public sector union members – teachers, state employees, fire and police, nurses in state hospitals, corrections officers – have had the right to split their union dues across their paychecks and have those dues deducted directly from their pay. A new movement among extreme conservatives to destroy public sector unions has led to legislative efforts to prohibit payroll deduction for union dues.***

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## **Some lawmakers feel the need to protect you from yourself**

Legislators who promote this idea can't very well advocate directly for union killing so they cover up their intent and try to say it is a matter of fairness. Teachers and state employees – they say – have been duped by an evil union boss into signing up and so the state must intervene to protect the poor duped workers! Most workers, they say, don't know that they aren't required to join a union so this will help to free them.

And if that doesn't work, they turn to argument number two: "The state should not be in the job of facilitating union dues collections. They just need to work on their one particular issue." Of course, the state is free to be in the business of facilitating fundraising by United Way or facilitating collections by financial advisors who would otherwise need people to physically write them a check.

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## **Why is dues deduction a good thing?**

Just like paying for a car, a house, rent, or a student loan, it's far easier to budget over time than to write one check. Dues deduction lets each individual maintain a budget – it's just good financial management. Of course no one is forced to use payroll deduction for dues. One is always free to simply write one check.

Payroll deduction is convenient. That's why it is so popular. That's why so many people today want direct deposit of their paychecks and to have their investments withheld on a monthly basis or even their charitable giving through the United Way and other charities.

Payroll deduction is under the employee's control. The legislators who want to end payroll deduction don't want to admit that the employee has complete control over deductions from his/her paycheck (with the exception of taxes and benefit payments).

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## **Demand real fairness**

You earn your pay and you should have complete control over what you decide to do with it! Demand that your legislator treat you fairly – and if he or she insists on stripping you of control over your dues payments, then fairness demands an even application of the law. If a school district cannot withhold your dues, then:

The district cannot withhold charitable contributions such as United Way,

The district cannot withhold financial transactions on behalf of investment companies such as Ameriprise or Edward Jones,

The district cannot withhold other association dues such as the Kansas School Superintendents Association or the Kansas Music Educators Association,

Businesses likewise cannot withhold any dues, charitable contributions or financial transactions – the same rules must be applied to both private and public sector workers.