



GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 100, AFL-CIO

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VERY IMPORTANT - PLEASE READ!

NEW LAW AFFECTING FLORIDA UNIONS NEW GSAF DUES PROCESSING

Dear Member and non-Member

As you may be aware, the Legislature passed, and the Governor signed a new law affecting all public sector unions throughout the State except for the first responders. Some provisions of the law will be effective on July 1st, 2023. The provisions of the law which immediately impact our union are the prohibition of payroll dues deduction by government employers and requiring 60% of the bargaining unit to be dues-paying members, or the association will be decertified.

GSAF-Local 100 has tirelessly fought for over four decades to provide job protections, better benefits, and higher wages. We must continue to fight for our rights to be heard and to have representation on wages, discipline, grievances, health insurance, leave benefits, and the rules that affect and control our working conditions. Dues are the lifeblood of any organization – especially your union. The first step that we must take to comply with the new law while ensuring that we can continue to advocate on your behalf is to move our union dues-pay collection to a process wherein dues are deducted directly from your financial institution using an automated ACH or by way of credit card payments. We have consulted with bank representatives and have chosen Truist Bank as the financial institution to assist us in processing the dues.

Effective July 1st the payment of union dues can no longer be processed by our employers, thus requiring the union to process them internally. To continue your membership in the union, you must fill out the attached ACH/Credit Card form, choose your payment method, and return it to the union's office in the provided prepaid envelope by May 30, 2023. In addition, please don't forget to sign, date, and mail the new membership card as required by the new law. You can also obtain the forms electronically by going to our webpage at: www.gsaflocal100.org We suggest calling to confirm we received your forms. To process ACH payments, you must provide your bank ACH routing number and the checking or savings account number on the attached Dues Collection form. Credit card transactions will have a processing fee of \$2.00. GSAF leaves it up to each member to decide on the best payment method. ACH is an electronic payment withdrawn from your checking or savings account posted as a debit. Every time you pay your Netflix, gym membership, or utility bills via automated payment, the financial institution generates an ACH transaction. The union will generate an automated deduction on or about the 15th day of each month, starting July 15, 2023.

GSAF's union fees have been \$21.00 per pay period x 26 pay periods for over ten years. Since our dues processing will be monthly, we took into account the pay periods 25 and 26 that no longer will exist and adjusted for 12 monthly payments of \$42 plus \$3.50 to account for pay periods 25 and 26, which will be added to each monthly transaction. GSAF is rounding off the \$3.50 to \$3.00; therefore, the dues will be \$45.00 monthly, which moving forward, will be \$6.00 cheaper per year compared to what members are paying now. A one-time monthly deduction will be necessary to reduce our bank expenses with the ACH processing fees. Please call to confirm that we have received your form. (Over).

There is a possibility that the 60% of dues-paying members required by law or decertification may be in effect when we apply for our annual PERC recertification. The only way that unions can avoid decertification under the new law is by increasing our membership to 60% dues-paying members of the entire bargaining unit.

Without the union, we risk losing everything we have built over the years. Not having a collective bargaining agreement, anything can be modified or taken away from you, including annual COLAs, Paid Leave, Floating Holidays, Birthday Holidays, Longevity Bonus, Health Insurance (Costs, Deductibles, and Plans), Discipline Appeals, Binding Arbitration Rights, Evaluation Appeals, Reclassification Appeals, etc. Please reflect that the **\$1.50 a day** you pay to be a member of GSAF-Local 100 is a small price compared to how much monetary and non-monetary compensation you might lose if your union contract ceases to exist. Although this is a rough time to be unionized in Florida, challenging situations create opportunities. With our challenges, we can and will increase our membership even more.

Act now, fill out the forms, maintain your union membership today, and spread the word. "United we prevail, divided we fall." Be part of the solution and think as a team.

In solidarity,

Fredricka Green

President, GSAF-Local 100
cc: Board of Directors GSAF