



Procedure for Termination of Union Membership

If a member wishes to terminate their membership, an official **Notice of Intent to Resign** form must be completed, signed, and submitted to the Union office in Springfield, Illinois no sooner than 90 days and no later than 60 days prior to the expiration of the current, or if there is no bargaining agreement currently in effect, the next successor bargaining agreement applicable to their bargaining unit. Upon the expiration of the applicable bargaining agreement the member's resignation shall become effective, membership shall be terminated, as will all rights and representational benefits of Union membership.

NOTICE OF INTENT TO RESIGN

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Home/Cell Phone: _____ Work Phone: _____

Email (non-employer): _____

Employer: _____

Job Title: _____

Pursuant to the Union's membership termination procedure I hereby submit my resignation from membership. I understand that by signing this Notice of Intent to Resign I am hereby terminating my membership in the Union and waiving all benefits of membership including, but not limited to, Legal Defense Plan Coverage – representation by an attorney during or as a result of the following: critical incidents, shooting and use of force investigations, work related criminal allegations, civil rights violations, internal investigations, disciplinary matters including representation at any hearings in relation to adverse employment action taken against me by my employer, grievance processing and arbitration regarding any matter.

I hereby terminate my membership and waive any and all rights to free Union representation of any kind. I understand and acknowledge that by terminating membership, I will not be eligible for specific Union member benefits, which could include contractual benefits such as retroactive pay increases. I understand and acknowledge that I will be responsible for the payment of the fees charged by the Union for legal representation for any employment related matter covered by the Union contract - and that I will be personally responsible for paying all fees and costs associated with any employment related matter, (including but not limited to, filing fees, expert witness fees, document production costs, transcription fees, arbitrator fees and all other costs). I hereby agree to indemnify and hold the Union harmless against any claim, demand, suit, or liability arising from any action resulting from or arising out of my resignation and waiver of Union representation.

Signature: _____ Date: _____

POLICEMEN'S BENEVOLENT & PROTECTIVE ASSOCIATION LABOR COMMITTEE

840 S. Spring Street, Suite A, Springfield, IL 62704

217-523-5141

www.pbpa.org



Policemen's Benevolent and Protective Association
Labor Committee
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As you may be aware, according to the 2018 Supreme Court decision in Janus v. AFSCME the union is no longer permitted to collect fair share dues. Please consider becoming a member of the union. Here are a few good reasons why you may want to consider joining.

Since you are not paying dues, you are not a member of the Union. The Union will continue to represent non-members, such as yourself, in collective bargaining. However, the Janus case states that Unions have the right to charge non-members for grievance processing, including disciplinary grievances.

Processing grievances to arbitration is very expensive. Arbitrator's fees are usually over \$1500.00 for each day of the hearing. Arbitrators apply their fee not only for the actual day(s) of the hearing, but also when they are researching the case and writing their opinions. Often there are court reporter fees, expert witness fees, travel expenses and per diem to the arbitrator, etc.

In order to cover the costs associated with representing non-members who do not pay dues, effective immediately, the PBPA will be charging non-members for grievances, disciplinary matters and critical incidents according to the following fee schedule:

PBPA Administrative work:	\$75.00/hour
PBPA Labor Representative work:	\$150.00/hour
PBPA Attorney work:	\$250.00/hour

In the event a non-member has a grievance matter that they would like to process to arbitration, a \$10,000.00 pre-paid retainer, per incident, will be required. This is to cover time as well as all costs of arbitration.

The collective bargaining agreement legally belongs to the Union and we are responsible for its proper enforcement. As such, non-members will not be permitted to use non-PBPA attorneys for grievance matters.

Please consider joining the Union. Dues are \$38.00 per month and you will receive all of the benefits of membership, including legal defense plan coverage, free of charge.

A dues deduction form is included in this letter should you decide to join.

Very truly yours,

Paul D. Williams
Chairman
Policemen's Benevolent Labor Committee