



STATE OF WASHINGTON
OFFICE OF FINANCIAL MANAGEMENT

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October 11, 2007

Dennis Redmon, President
Fair Washington Labor Association
1118 East D Street #7
Tacoma, WA 98421

Dear Mr. Redmond:

This is in response to your letter dated October 1, 2007. Specifically, you have expressed concerns about the recent change to fees being charged by the Washington Public Employees Association (WPEA).

I anticipate that you already understand that the setting of fees is a matter between the Union and its membership and the State has no role in determining the method or amount of fees established by the Union. I cannot comment on the background as to how the fees were set.

By way of background, RCW 41.04.230 provides for labor organizations to request payroll deduction for membership dues and fees. With regards to the recent increase in fees for the WPEA, the WPEA notified the Labor Relations office on June 28, 2007 of its intent to increase fees. Leslie Liddle, Executive Director for the WPEA, met with me on June 28th, 2007 to deliver the request in person. During that meeting Ms. Liddle assured me that this fee increase is authorized under the provision of the Union's bylaws and approved by the WPEA/UFCW 365 Executive Board.

Ms. Liddle assured me that those she represented were aware of the increase and that it was covered by the payroll deduction card previously completed by employees authorizing payroll deductions for dues and fees. As you know, each employee submits an individual payroll deduction authorization card to allow for the deduction.

It is within your right to stop a payroll deduction and the Department of Revenue will honor your request. However, it is my understanding that after receiving a document from you entitled "Demand to Cease Washington State WPEA/UFCW International Fee Taking" the Department notified you it would cancel the deduction as you had requested. It is my understanding that via e-mail you notified the Department not to stop your deductions.

