

**AAUP-KSU**  
**Frequently Asked Questions Re: Fair Share**

**Q: What is fair share?**

A: The fair share fee, also known as a representation fee, is a fee paid by faculty who are represented by the Kent State Chapter of the AAUP for purposes of collective bargaining but who have chosen to not become members of AAUP-KSU.

Paying the fair share fee is **not** the same as membership. To become a member of AAUP-KSU, you complete and submit a brief form. If you choose not to fill out and submit the form, then you continue as a fair share fee payer, but not as a member with membership benefits that include voting rights.

**Q: I don't understand why I should pay if I choose not to become a member.**

A: The rationale for the fair-share fee is that all individuals who benefit from the services provided by AAUP-KSU should pay to support those services. Ohio law provides for the possibility of fair-share fees, and in 2005 both the tenure-track and the full-time non-tenure track faculty at KSU voted overwhelmingly in favor of implementing a fair-share fee.

**Q: If I have to pay this fee, what do I get for my money?**

A: Everyone in the bargaining unit, union members and fee payers alike, benefit from AAUP-KSU's efforts towards contract enforcement and negotiation of future contracts.

**Q: That doesn't seem like a lot for the money.**

A: While contract enforcement and negotiating take up the bulk of AAUP-KSU's time and resources, there are additional benefits should you decide to become a member.

**Q: Maybe I'll join the Association, but what is the difference in financial support between being a fair-share fee-payer and a member of AAUP-KSU?**

A: Fair share fee payers will contribute .0078 of their base salary (deducted via payroll deduction over 9 months). Members contribute slightly more at .0080 of their base salary, also via payroll deduction over 9 months. Another way of saying this is that fair-share fee payers pay 97.5% of membership dues. Thus, for a very small additional amount, you become a member with additional benefits.

*Sample calculation: On a salary of \$50,000, a member would pay approximately \$44.44/month over 9 months of payroll deduction. A fair share fee payer would pay \$43.33/month over that same 9 months of payroll deduction. Thus, for about a dollar more/month (a Sunday newspaper), you have all the rights and privileges of membership.*

**Q: So what are these additional benefits?**

A: The most important benefit of membership is the right to vote on such issues as future collective bargaining agreements and the election of leadership to AAUP-KSU. Also, as a KSU Chapter member, you will become a member of the national AAUP and the Ohio Conference. As an AAUP member, you will also receive a subscription to *Academe*, which publishes articles on higher education issues from a faculty perspective, as well as an annual survey of faculty salaries.

Some of the additional benefits of membership include free notary services, access to one free legal consultation per year, membership in the Seven Seventeen Credit Union, and a complimentary copy of the latest edition of AAUP's Policy Documents and Reports on request.

A complete list of benefits is available from the AAUP-KSU office.

**Q: What if I don't want to pay?**

A: Each fall, you will receive a letter from AAUP-KSU detailing your rights as a religious or conscientious objector. If you fit the profile detailed in the letter, follow the directions for establishing your status. Note that this does not enable you to opt out of paying the fair-share fee, but you may be able to direct an amount equal to the fair-share fee to another cause.

**Q: What if I have other objections to paying the fair-share fee?**

A: Other objections are also covered in the same letter. Follow the procedures detailed under the section entitled: "Objection Procedure."

**Q: I think I understand the basics now, and I want to become a member with all of the membership rights that go along with that. How do I become a member?**

A: Membership involves filling out and submitting a brief form, which can be obtained from the AAUP-KSU office (330/ 673-9118), or downloaded from the AAUP-KSU website at <http://www.aaupksu.org/>

**Q: I appreciate this information, but if I have other questions or concerns, to whom should I direct them?**

A: The staff and executive officers of AAUP-KSU look forward to responding to any questions you might have. Contact us at 330/ 673-9118 or [office@aaupksu.org](mailto:office@aaupksu.org) for any additional information.