



CRYSTAL LAKE ELEMENTARY DISTRICT #47

300 Commerce Drive, Crystal Lake, Illinois 60014 (815) 788-5000

www.d47.org

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March 21, 2018

Brendan Bakala
Illinois Policy Institute
190 S. LaSalle St.
Suite 1500
Chicago, IL 60603
research@illinoispolicy.org

RE: Freedom of Information Request

Dear Mr. Bakala:

On March 14, 2018, the School District received a Freedom of Information Act ("FOIA") request from you. You requested the following information below:

- Under the Illinois Education Labor Relations Act, employer school districts are allowed to deduct union dues and fees directly from employee payroll, with employee authorization. Please provide any form or other related documentation the school district provides to employees that authorizes dues deduction to be paid to any exclusive representative currently holding a collective bargaining agreement with the district, as well as any documentation outlining the process for revoking that authorization.

The purpose of this request is to access and disseminate information regarding the health, safety and welfare or the legal rights of the general public and, because it is on behalf of a not-for-profit organization, is not for the principal purpose of personal or commercial benefit. Therefore, I ask that you furnish any responsive documents without charge.

The unions represented in District 47, CLETA, TJA/Teamsters Local 731, CLASS, and Custodian/Union Local 73, have all provided their membership authorization forms.

This fulfills our obligation to your FOIA request. I would appreciate acknowledgment that you received this email and successfully opened the document.

If you have any questions please feel free to contact me 815-788-5000.

Sincerely,

Clare F. Bourne
Freedom of Information Officer
Crystal Lake School District 47

attachment

Research Policy

Mar 14 (9
days ago)

to me

To whom it may concern,

This is a request for information under the Illinois Freedom of Information Act (5 ILCS 140).

Under the Illinois Education Labor Relations Act, employer school districts are allowed to deduct union dues and fees directly from employee payroll, with employee authorization. Please provide any form or other related documentation the school district provides to employees that authorizes dues deduction to be paid to any exclusive representative currently holding a collective bargaining agreement with the district, as well as any documentation outlining the process for revoking that authorization.

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Please notify me by telephone at [312-346-5700](tel:312-346-5700) or by email if you have any questions regarding my request or to make pick-up or delivery arrangements.

Please confirm receipt.

Thank you very much for your assistance.

Brendan Bakala

MEMBERSHIP AUTHORIZATION

I, the undersigned Crystal Lake Teachers Association (CLETA) member, hereby authorize the continuation of my local, (CLETA), state and national (IEA-NEA) membership status until such time that I notify CLETA in writing of my discontinuation of membership. My payment decision, one-time payment or payroll deduction, will also continue unless change is requested by me in writing. Upon notification, the CLETA membership representative shall immediately notify District 47 of such discontinuation or change in payment method. (Members that undergo a name, address, or building change will need to complete a new authorization form at the beginning of the school year.)

Member Signature

Print Name and Building Name

Date

35



**Excavating, Grading, Asphalt, Private Scavengers,
Automobile Salesroom Garage Attendants
and Lirien and Laundry Union
LOCAL No. 731**

Affiliated with International Brotherhood of Teamsters
1000 Burr Ridge Parkway • Burr Ridge, IL 60527
(630) 887-4100 • FAX (630) 887-4114

**APPLICATION FOR MEMBERSHIP AND CHECKOFF
AUTHORIZATION AND ASSIGNMENT**

Prior Membership with LOCAL UNION No. _____ Date of Hire _____

I hereby apply for membership in Local No. 731, International Brotherhood of Teamsters, and voluntarily designate it as my representative for collective bargaining, including processing grievances with my employer, hereby revoking any contrary designation. If admitted to membership, I agree to abide by the International Constitution and the Local 731 Constitution and By-Laws. I also realize that this form is notice of my right to be or remain a non-member. I have the right to object to paying, and to receive a reduction in dues for Union activities not germane to Union duties as bargaining agent, provided that I file my objection in writing with Local 731 within thirty (30) calendar days from the date I sign this form. After the expiration of the 30 day period, upon my request, Local 731 will provide me with sufficient information to make an intelligent decision whether to object, and the Local will apprise me of any internal union procedures that I must follow to file an objection. I authorize my employer to deduct from my wages every month an amount equal to the monthly dues, initiation fees, reinitiation fees, transfer fees and uniform assessments of Local 731; and direct that such amounts so deducted be forwarded monthly to Local 731, for and on my behalf. This authorization and assignment is voluntarily given and is not conditioned on my present or future membership in the Union. This authorization and assignment shall be irrevocable for the term of the applicable labor contract between Local 731 and my employer or for one year, whichever is the lesser, and shall automatically renew itself for successive yearly or applicable contract periods thereafter, whichever is the lesser, unless I give written notice to my employer and the Union at least thirty (30) but not more than sixty (60) days before any periodic renewal of this authorization and assignment of my desire to revoke same.

PLEASE PRINT

Name: _____

Home Address _____ Phone _____

City _____ State _____ Zip Code _____

Employer _____

Occupation _____ Initiation Fee _____

Date of Birth _____ Social Security _____

Signature X _____ Date _____

WHITE — UNION CANARY — FUND OFFICE PINK — EMPLOYER GOLD — EMPLOYERS
Union dues are not deductible as charitable contributions for Federal income tax purposes.



59618

Membership: New Member Transfer Agency Fee Changing to Member

Membership Year 20 - 20



Illinois Education Association PLEASE PRINT USING UPPER CASE ONLY - USE BLACK OR BLUE INK ONLY

Form fields for Social Security#, Gender, Birthdate, First Name, MI, Last Name, Address, Name Suffix, PO Box/Apt. #, City, State, Zip, Home Phone, Mobile Phone, Preferred Phone (Home/Mobile), Home Email, Work Email, Payment Method (Payroll Ded/Check).

Form fields for Ethnicity (3), Registered Voter (Yes/No), Party Affiliation (Democrat/Republican/Independent/Other), Membership Category (AC-1-100, AC-1-50, AC-1-25, AC-2-100, AC-2-50, AC-2-25, RS-1-0, RS-2-0), Association (NEA Dues, IEA-NEA Dues (1), NEA FCPE (2) \$10 Suggested, Local Dues, TOTAL), and Dues/Contributions.

Membership is open only to those who agree to subscribe to the goals and objectives of the Association and to abide by its Constitution and Bylaws.

Form fields for Local Name, Billable Party ID, Position*, Subject*, Employee ID, Employer Name, Employer ID, Building/Work Site, Building ID.

(1) IPACE STATEMENT: Contributions to IPACE of \$30.00 may be used to support candidates for local or state office. A different amount may be established annually by IEA. These contributions are voluntary and not required as a condition of membership in any organization.

(2) NEA FCPE STATEMENT: The National Education Association Fund for Children and Public Education (NEA FCPE) collects voluntary contributions from Association members and uses these contributions for political purposes, including, but not limited to, making contributions to and expenditures on behalf of friends of education who are candidates for federal office.

(3) ETHNIC STATEMENT: This information is optional and a failure to answer it will in no way affect your membership status, rights, or benefits in NEA, IEA-NEA, or any of their affiliates. The information will be kept confidential.

MEMBERSHIP STATEMENT: I hereby agree that my unified membership in IEA-NEA, NEA and the local Association (including any other local association which is my exclusive bargaining representative and affiliated with IEA-NEA) shall be continuous unless I notify the President of my local Association or the President of the Illinois Education Association-NEA, in writing signed by me.

I hereby authorize my employer (including any other employer to which my employment is transferred by law or agreement) to deduct from my salary my professional dues and voluntary contribution to IPACE, as these sums are annually established, and my voluntary contribution to NEA FCPE as indicated above, and to forward such amounts to that local association or IEA-NEA.

"Dues payments and contributions or gifts to NEA FCPE and IPACE are not deductible as charitable contributions for federal income tax purposes. Dues payments may be deductible as a miscellaneous itemized deduction."

Member Signature _____ Date ____/____/____

Association Representative Signature _____ Date ____/____/____



IEA Membership Processing Guide

Type Code	Description	NEA	IEA	Total
AC-2-100	Education Support Members	\$ 115.50	\$251.00*	\$366.50*
	Membership is open to any non-professional employee (such as paraprofessional, education secretary, school custodian, school nurses without teaching certificates, teachers' aides, cafeteria workers, bus drivers) in an educational institution. Education Support members of NEA must be members of IEA-NEA and the local association, if eligible, in the membership category for which they are eligible.			
AC-2-50	Education Support Part-time Members	\$ 69.50	\$140.50*	\$210.00*
	Any employee in an educational institution, agency, or organization employed for 50% or less, but greater than 25% of the normal schedule for a full-time employee (as verified by the local association) shall pay one-half (1/2) of the full-time Active ESP membership dues. Persons employed over 50% of the normal schedule pay full-time ESP Active dues.			
AC-2-25	Education Support Quarter-time Members	\$ 46.50	\$ 85.25*	131.75*
	Persons regularly employed for 25% or less of the normal schedule for a full-time employee (as verified by the local association) shall pay one-quarter (1/4) of NEA full-time Active ESP membership dues and shall pay one quarter (1/4) of the IEA full-time ESP Active membership dues.			
AC-7-100	NEA Active Life Members			
	NEA Life membership has not been available since July 6, 1973. Contact IEA-NEA Membership if you have any questions or need assistance with NEA Life members. IEA-NEA does not and never has had an active life member category. (Please note Active Life membership is NOT the same as Retired Life membership)			

*Assessment of \$30.00 included in the state portion of dues. Contributions to IPACE of \$30.00 may be used to support candidates for local and state offices. These contributions are voluntary and are not required as a condition of membership in any organization. A refund of these amounts may be obtained if written notification is given by the member to IPACE, 100 E. Edwards St., Springfield, IL, 62704, prior to December 31st of the 2016-2017 school year. The refund forms may be obtained upon request from the Government Relations Department at IEA in Springfield or the appropriate regional office. Request must be made after the start of the membership year (September 1). IPACE contributions are not tax deductible.

*The above fees are subject to change if changes arise from NEA RA

Plus \$15.00 local
dues

Service Employees International Union Local 73
Application for Membership and Dues Deduction Authorization

By signing below, I hereby request and accept membership in SEIU Local 73, and authorize said union to represent me and, on my behalf, to negotiate and conclude any and all agreements as to wages, hours and other conditions of my employment. I agree to abide by its Constitution and Bylaws and the SEIU Constitution and Bylaws.

Signature _____ Date _____

By signing below, I request and voluntarily authorize my employer to deduct from my earnings and pay over to SEIU Local 73 an amount equal to initiation fees and the regular monthly dues uniformly applicable to members of SEIU Local 73. This authorization shall remain in effect and be irrevocable, even if I have resigned my membership in SEIU Local 73, for a period of one (1) year from the date of execution or until the termination of the applicable contract between my employer and SEIU Local 73, whichever occurs sooner, and from year-to-year thereafter, unless not less than thirty (30) days and not more than forty-five (45) days prior to the end of any yearly period I give my employer and SEIU Local 73 signed, written notice of my revocation via U.S. mail.

Signature _____ Date _____ Circle one: Full-time Part-time Seasonal

Print Name _____ Last Name _____ First Name _____ Mid. Initial _____ Last 4 SSN _____

Date of Birth _____ Cell Phone* _____ Email _____

**By providing my phone number, I understand that SEIU and its locals may use automated calling technologies and/or text message me on my cellular phone on a periodic basis. SEIU will never charge for text message alerts. Message and data rates may apply to such text alerts. Text STOP to 787753 to stop receiving messages. Text HELP to 787753 for more information.*

Home Address _____ City/State/Zip _____

Employer _____ Work Location _____ Job Title _____

Contributions or gifts to SEIU Local 73 are not tax deductible as charitable contributions. However, they may be tax deductible as ordinary and necessary business expenses.

The collective bargaining agreement with your employer may provide that you must become a member of SEIU Local 73 to the extent permitted by law. This means only the timely tender by you of the uniform initiation fees and periodic dues as may be lawfully required. While you do not have to become a full member of Local 73, membership in the Local provides you with very important rights in addition to the wages, benefits, and job security provided by the Collective Bargaining Agreement. These rights include the right to vote to accept or reject a proposed Collective Bargaining Agreement, fully participate in the development of contract proposals, vote in the election of your union officers, benefit from other programs such as credit cards, discount coupons, and other services available to union members. These rights and others are clearly set forth in the Union Constitution and Bylaws. If you choose to forgo the above rights and not be a full member of Local 73, you may file written objections to funding union expenditures that are not related to the union's role as a collective bargaining representative. Individuals desiring to file objections should notify the Local 73 Secretary-Treasurer in writing via U.S. mail and request a description of the procedures which must be followed and to obtain information as to how these fees are calculated. The fees charged to those individuals who decide to object are based on the most recent annual audit of the Union's expenditures, but historically range from 65 to 87 percent of full membership dues.

DEDUCTION AUTHORIZATION
COMMITTEE ON POLITICAL EDUCATION FUND (COPE)

Print Name _____ Employer _____

I authorize my employer to deduct from my paycheck every pay period the sum of (circle one:)