1. What is a “Fairshare” Fee?
   • “Fairshare” is a fee collected by a union to pay for work related to negotiating collective bargaining agreements, representing unit members in grievance and arbitration proceedings and administering collective bargaining agreements. The fee is paid by unit members represented by a union who choose not to pay union membership dues.

2. Are Fairshare fees legal?
   • Yes, Maine law allows a public employer to automatically deduct Fairshare fees from employees’ paychecks without employee authorization.

3. Does my collective bargaining agreement have a Fairshare provision?
   • Yes, Article 4 and Article 5 of the 2009-2011 Service and Maintenance collective bargaining agreement between the University and Teamsters Union Local 340 outlines new procedures for the payment of Fairshare fees. As of January 1, 2010, the University will automatically deduct Fairshare fees without authorization from unit members who do not currently pay Fairshare fees or union membership dues.

3. Who must pay Fairshare fees?
   • All employees in the Service and Maintenance unit represented by Teamsters Union Local 340 who do not pay full membership dues.

4. What if I already voluntarily pay Fairshare fees or union membership dues?
   • If you continue to voluntarily pay Fairshare fees the University will continue to deduct the fee from your bi-weekly paycheck. The new provision in the collective bargaining agreement requires the University to deduct Fairshare fees from unit members who currently do not pay Fairshare fees or union membership dues.
5. **When will all unit members start paying Fairshare fees?**
   - For unit members who do not currently pay Fairshare fees or union membership dues the University will start automatically deducting Fairshare fees from their bi-weekly paychecks starting January 1, 2010.

6. **How will Fairshare fees be collected?**
   - The fee will be automatically deducted from a unit member’s bi-weekly paycheck.

7. **How much money will be deducted from my paycheck?**
   - The Fairshare fee is $17.08 per pay period.

8. **Do I have to give the University permission to deduct Fairshare fees from my paycheck?**
   - No, by law the University can automatically deduct Fairshare fees without employee authorization. As of January 1, 2010 the University will automatically deduct Fairshare fees from employees who have not elected to voluntarily pay Fairshare fees or union membership dues.

9. **What is religious objector status?**
   - Unit members with sincere and bona fide religious beliefs that prevent them from financially supporting a union may file for religious objector status with Teamsters Union Local 340.

10. **How do I file for religious objector status?**
    - Unit members who wish to apply for religious objector status must contact Teamsters Union Local 340 at 1-800-452-1995.
12. Will the University continue to deduct Fairshare fees from my paycheck once I apply for religious objector status?

- The University will continue to deduct Fairshare fees from an employee’s bi-weekly paycheck until Teamsters Union Local 340 notifies the University that religious objector status has been granted.

13. What are my responsibilities as a religious objector?

- Unit members who are granted religious objector status must donate an amount equivalent to Fairshare fees every bi-weekly pay period to a non-religious charitable organization in lieu of a Fairshare fee to Teamster Union Local 340.

14. Where can I get more information about Fairshare fees?

- For more information about Fairshare fees please contact Teamsters Union Local 340 at 1-800-452-1995.