



**Employment
Security
Department**
STATE OF WASHINGTON

**Human Resource Services Division
PO Box 9046
Olympia, WA 98507-9046**

November 29, 2005

[REDACTED]
Dear [REDACTED]

It has been brought to our attention that you have been employed in a bargaining unit position covered by a Washington Federation of State Employees (WFSE) collective bargaining agreement since July 1, 2005, and the union has not received your Payroll Deduction Authorization card of payment of dues or a fee as of September 30, 2005.

Under Article 40.3, Union Security, of the new collective bargaining agreement between WFSE and the state of Washington, union security is a condition of employment requiring all employees covered by this agreement to either become a member of the union and pay membership dues, or, as a nonmember, pay a fee no later than July 30, 2005.

As an agency, we will have to begin the termination process for your position because we understand you are not paying your required union dues or fees. Please respond to the union for payment of your dues or fees by December 12, 2005, or we will have no choice but to begin the termination process.

Sincerely,


Peggy J. Zimmerman
Acting Assistant Commissioner

PJZ:kaa