How Fair Share Fees Work

Just like in any democratic institution, when a majority of employees in a bargaining unit choose to be represented by a union, the union then becomes the exclusive bargaining representative of all workers in the unit. The union has a responsibility to represent all workers in the unit, union members and employees who decide not to join the union alike, and the employer has a duty to bargain with the union over employees' wages and working conditions. Unions may bargain to include union security agreements, which allow them to collect fair share fees (also known as "agency" fees) from employees who do not join the union but are part of the bargaining unit (employees in a bargaining unit but not union members are referred to as nonmembers). Nonmembers' fair share fees cover the union's expenses related to collective bargaining and contract administration, but not expenses for political or ideological advocacy. These fair share or agency fees ensure that every employee represented by the union simply pays her fair share of the cost of representation. The fees are calculated as a percentage of union dues. Fair share fees can only fund activities related to collective bargaining and contract administration and are expressly prohibited from funding the union's political advocacy.

For a further explanation of fair share fees: https://www.epi.org/publication/janus-and-fair-share-fees-the-organizations-financing-the-attack-on-unions-ability-to-represent-workers/