

## Q & A from Zoom Meeting on January 24, 2023

**Will we be getting a signed deduction dues authorization for each member?**

No. The dues authorizations will be obtained by each local union and provided to UAS.

**What if the member elected to have membership dues deducted from his/her check? Will the employer still send payment to the local for those membership dues or to NECA Star? Or will the working & membership dues be taken into account in the 6% deduction?**

The only deduction on the member's check will be 6% of the total gross earnings for each area where the work was performed.

**How will BTA be handled?**

The \$0.10 BTA for Local 332 will be included in the 6% deduction.

**Will the gross be based on 40 hour per week only, or will overtime hours be figured into the 6%?**

The employer will deduct 6% of the total gross earnings for each area where the work was performed, including all straight-time and overtime hours.

**Who and how will the vacation time be managed?**

This is just about the funding methods for vacation and dues.

**This begins on Feb 6th?, correct?**

Yes. The employer should include the first 5 days of February on the January hours report in NECA-STAR.

**Is the 6% being deducted from each employee's paycheck and funded that way?**

Yes.

**Does the 6% dues include \$0.10/hr BTA, and \$42/month Basic dues for 332?**

Yes, the \$0.10 BTA for Local 332 will be included in the 6% deduction. The basic dues will also be funded for those members who have opted for it.

**So 6% includes the dues which will be given to each local?**

Yes. It will be deducted by each employer, remitted on NECA-STAR, and distributed to each local union by UAS.

**Is the 6% deducted from the employee gross and remitted to NECA Star?**

Yes.

**Can employers legally just deduct 6% without written authorization of some kind, regardless if it's "vacation" or "dues"?**

Yes. All parties in the Collective Bargaining Agreement have mutually agreed upon it.

**Please confirm that we will submit membership dues and working dues for the month of January to the respective Local.**

Yes. January's hours will be the final working period using the existing methods. The new methods are effective February 6th, 2023.

**So the BTA won't be broken out separately going forward on the transmittal through NECASTAR?**

No. The BTA value will be included when funding the working dues amount for hours worked in Local 332.

**What if an employee worked less than 40 hours a month, would we have to refund the 6% deduction to employee? or do we still deduct the 6% and report to NECASTAR?**

No, there will be no refunds. The employer will deduct 6% of the total gross earnings for each area where the work was performed. If the Local Union Bylaws do not require dues for work less than 40 hours, then the funds will be directed into the member's vacation account by UAS.

**Will we have to include all hours through February 5th in January's NECA Fringe Benefit Report?**

Yes.

**When an employee works in Southern California S&C area, do we still withhold 6%?**

This is for Northern California only.

**Can an employee opt-out?**

No.

**Will we get updated wage and fringe schedules by local so we have documentation of these changes?**

Yes, each Local Union should update their rate schedules to reflect the 6% Vac/Dues withholding.

**Are members aware of this change?**

Yes, if not the locals should make their members aware.

**Is this the same for Local 340 for the membership dues?**

Yes.

**Will the employees have direct access to their account to monitor their dollars available for reimbursement?**

Yes, if UAS has an Enrollment form on file for the employee. A copy of the Enrollment form will be available on NECA-STAR under the NorCal S&C official rate sheets.

**Is it possible to receive a copy of the notification that the members received?**

Yes, if you want a copy of the notification that was sent to the members, email Sandy Stephenson at [sstephenson@uastpa.com](mailto:sstephenson@uastpa.com)

**Please clarify Local 595's deduction structure. Are we reporting to 595 or to NECA-STAR for February?**

Remittance of the 6% Vac/Dues will be effective with hours worked starting February 6th, 2023.

**So if a local has a 3% working dues set and we withhold 6% the other 3% will go to the employees vacation fund? There is no separate vacation deduction it is included in the dues deduction?**

Yes, the 6% Vac/Dues withholding will fund 3% to Vacation and up to 3% for Working Dues. If Working Dues are less than 3%, the remaining funds will be directed to the employee's vacation account.

**Based on the notice sent to employers, we are to include vacation dues for the first week of February on the January report, however deductions don't start until February 6th, why are we including the first week of February on the January report?**

Remittance of the 6% Vac/Dues will be effective with hours worked starting February 6th, 2023. The employer should include the first 5 days of February on the January hours report in NECA-STAR.

**When reporting CPR, we have to update the classifications to show the vacation dues correct?**

No. The 6% Vac/Dues will be automatically calculated against the total gross earnings for all S&C bargained classifications.

**Do employees need to sign an Authorization form? & If so do we send the union a copy?**

No authorization form is needed for the 6% Vac/Dues deduction. All parties in the Collective Bargaining Agreement have mutually agreed upon it.

**So we're just skipping a step from paying basic/working dues to each local, and reporting monthly hours worked and gross earnings on NECA report (NECA report format will not change), correct? will this apply for all locals? Including local 6?**

Yes.

**Are taxes deducted from vacation checks?**

The 6% Vac/Dues is an after-tax deduction.

**Just to be clear. Basic Dues and Working Dues will be included in the 6%.**

Yes. Vacation, Working Dues, and Basic Dues are all included in the 6%, depending on the Local Union Bylaws where the work is performed and the member's preferences.

**If the employee works over 40 hours a week, does the additional money allocated to the 6% raise the amount of money paid to the dues? Or are the monthly dues still a set amount and additional hours worked weekly beyond 40 hours go into the vacation fund?**

The employer will deduct 6% of the total gross earnings for each area where the work was performed, regardless of the number of hours worked. 3% will go towards Vacation and up to 3% for Working Dues. If Working Dues are less than 3%, the remaining funds will be directed to the employee's vacation account. If Working Dues is more than 3%, then the Local Union will resolve the balance directly with the member.

**332 has basic dues, working dues and BTA, do I still take those?**

No. The basic (membership) dues will be paid from the member's vacation account at the member's preference.

**So working dues across the board for all locals in Northern Cal will be set at 6%?**

Yes, the 6% includes Vacation and Working Dues for all Local Union in Northern California.

**Just to clarify, going forward, the most the employer will deduct for any Dues/BTA/Working Dues will be 6%. Any shortage is the responsibility of the employee to pay the Local themselves?**

Correct.

**Is there a timeframe when members can request their vacation funds be drawn from?**

If the member turns in the ACH form with their banking information on it, they will receive the deposit monthly. If they do not turn in the form, they will receive a check in December each year. They can also call and request a check quarterly.

**The taxes are deducted from the payroll wage, this is an after-tax deduction.**

Yes. The 6% Vac/Dues is an after-tax deduction.

**Our company deducts basic/working dues beginning of each month. for Ex: February 1st for month of February (Week Ending 1/29/23). Are we to still withhold previous dues and then continue on Feb. 6th with 6%?**

January's hours will be the final working period using the existing methods. The new methods are effective February 6th, 2023.

**The bank account that you deposit to monthly, is this a personal bank account or a Union Bank account?**

The money is deposited into a private account that the employee will have access too.

**Does the 6% cover the basic dues, working dues, and the vacation dues?**

Yes. Vacation, Working Dues, and Basic Dues are all included in the 6%, depending on the Local Union Bylaws where the work is performed and the member's preferences.

**I know you say Northern Ca. This includes Local 6, correct?**

Yes.

**Can we get a copy of the ACH form that you sent to the employees?**

Yes. Email Sandy Stephenson at [sstephenson@uastpa.com](mailto:sstephenson@uastpa.com)

**Will the employees have direct access to their account to monitor their dollars available for reimbursement?" To clarify, not access to the money, but the actual current value in the account.**

Yes.

**I have an employee that states he pays all dues on his own and I am not to take anything from his check. Am I to take the 6% anyway?**

Yes. All parties in the Collective Bargaining Agreement have mutually agreed upon it.

**The employee cannot opt out of this, correct?**

Correct.

**If employees work in multiple locals throughout the month, how can they keep track of what percentage should be taken out for each union? Since each union has a different working dues deduction? Will you be giving them a detail of the deductions?**

Yes. There will be a [Working Dues calculations page](#) posted in NECA-STAR under the NorCal S&C official rate sheets.

**Will you put the NECA web address here for the enrollment form please?**

A copy of the [Enrollment form](#) will be available on NECA-STAR under the NorCal S&C official rate sheets at [necastar.com](http://necastar.com).

**The February Reporting will only be for 3 weeks?**

Remittance of the 6% Vac/Dues will be effective with hours worked starting February 6th, 2023. The employer should include the first 5 days of February on the January hours report in NECA-STAR.

**So we're not required to hold the membership dues for February, correct?**

Remittance of the 6% Vac/Dues will be effective with hours worked starting February 6th, 2023.

**How is the Fringe Benefit Statement we send to contractors for certified payroll going to look like?**

[See the attached example employer report.](#)

**To clarify, we calculate 6% from gross wages, but deduct it after taxes (net wages)?**

Yes.

**So withhold percentage dues through 02/05?**

Yes.

**If employees have questions, who do we as the employer direct them to?**

[Please direct them to their union rep or UAS.](#)