

# Suggested Actions

## **1. *Convert fair share papers to full membership!***

2. Conduct an **internal review** of the Union's membership list—prepare possible proof of membership for an aggressive employer.
3. Consider **alternate means to establish proof of membership**—For example, send a letter from the union to all members to check membership status, indicating that they are on the rolls as a member and asking them to respond if that is an error.
4. Consider, where state law permits, developing and circulating **new membership cards** and **amending the Union's CBA** with maintenance of dues (MOD) language as to when employees can drop out of that obligation to pay dues.
5. Even if state law provides that employees must be allowed to resign membership immediately, the **obligation to pay dues may be extended** for usually the earlier of one year or the termination of the CBA.