

OWCP departees: Collection of dues and the per capita tax roster



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Branch secretaries often contact the NALC Membership Department with questions regarding the dues payments of members who remain on the USPS rolls but are not receiving a paycheck, or members who have been separated from the USPS and are receiving a payment through the Office of Workers' Compensation (OWCP) and may, or may not, have retired from the USPS.

Active members on OWCP who remain on the branch's roster in a NO-DED (no dues deduction) status because they have not been separated from the USPS: National Headquarters deducts the national per capita and state dues from the branch's reimbursement check for NO-DED members—we do not deduct *local* dues. The branch may seek full dues payment (national, state *and* local dues) from such members, or it may choose to seek repayment from the member for only the national and state portion of the dues. Some branches choose to forgive the entire dues amount. (The branch absorbs the cost of the national and state per capita.) *Once the branch selects a policy, all members, under the same circumstances, must be treated equally.*

Members on OWCP who are eventually separated from the USPS: Such members will show up on the branch's bi-weekly roster as SEP (separated from USPS employment.) Members that were listed as SEP, and are being paid through OWCP, have the option of retaining their membership in the NALC. These members will fall into one of two categories:

1. **If they have not yet retired, they must pay active letter carrier dues until they seek and obtain retirement status from the USPS.** The branch should notify the Membership Department that the member intends to continue membership in the NALC. After notification, the Membership Department will list the member on the semi-annual per capita tax call, which bills branches semi-annually for national and state dues. It is the branch's responsibility to collect the dues, national per capita, state and local (unless the branch has determined local dues will be waived), remitting the national and state portion to NALC Headquarters.
2. **Members who retire and are paid through OWCP also must be placed on the semi-yearly per capita**

tax call, as NALC does not have an agreement with the Department of Labor to deduct dues from OWCP payments. The branch must notify NALC's Membership Department that this person does not receive an annuity payment from the Office of Personnel Management (OPM), but instead receives payments from OWCP, and thus should appear on the semi-annual per capita tax roster.

Note: In most cases, the Membership Department sends a Form 1189 to all retiring members, as we do not know when a member retires under OWCP instead of the usual OPM retirement. Therefore, when those members return the Form 1189 to NALC Headquarters and the Membership Department enters the data and forwards the Form 1189 to OPM, OPM will reject the information and the member will be identified as in a special pay status, as no dues can be deducted through OPM. The branch will be notified by the Membership Department and a branch officer should follow up with the member to ensure that dues are paid and the member is placed on the semi-annual per capita tax call.

If a member refuses to pay dues owed, the branch may write my office and request that membership be canceled due to non-payment of dues. Please see Article 7 of the *NALC Constitution* for more information. (NALC members enrolled in the NALC Health Benefit Plan should be advised that cancellation of membership due to non-payment of dues will affect their enrollment status in the NALC Health Benefit Plan.)

Branch secretaries are reminded that the working up of the per capita tax roster is the duty of the branch. Any semi-annual branch per capita tax roster returned to the Membership Department that is not in final form may cause the branch to be assessed \$100. Instructions regarding working up the roster are included with each per capita tax call. However, if you have questions, please contact the Membership Department. Note: Only branches with direct-pay members receive a semi-annual per capita tax call.

Important: All branches with full-time officers are advised that the USPS plans to discontinue its quarterly invoicing of fringe benefits for full-time union officers. No later than Sept. 28, the USPS intends to deduct the employers' (branches) and employees' (officers) portions of fringe benefits from the gross amount of dues collected for that pay period, similar to the method used for TSP contributions. Presently, NALC Headquarters is in discussions with the USPS on the process to ensure that NALC Headquarters will be able to pass along a detailed summary of the fringe benefits withheld for each officer. Branches will be notified when more information is made available.