



STATE OF ALABAMA
Department of Finance
Office of the State Comptroller

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Robert Bentley
Governor

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Acting Director of Finance

Thomas L. White, Jr., CPA
State Comptroller

Janice A. Hamm, CPA
Deputy State Comptroller

MEMORANDUM

TO: All Payroll Clerks/Personnel Officers

FROM: Thomas L. White, Jr.
State Comptroller 

DATE: June 24, 2015

RE: Attached Memorandum to All State Employees

It is imperative that every state employee receive a copy of the attached memorandum regarding payroll deductions for dues and voluntary contributions to employee organizations. Section 36-1-4.4 of the *Code of Alabama, 1975*, has profound impact on their deductions. The policy established, as required by law, must be made known to them. Since the critical period is forthcoming, I request that each agency ensure each employee has a personal copy of this information.

I appreciate your cooperation.

TLWjr/jh

Attachment:

1. Memorandum – Payroll Deductions for Dues and Voluntary Contributions to Employee Organizations dated June 24, 2015.



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DATE: June 24, 2015

RE: Payroll Deductions for Dues and Voluntary Contributions to Employee Organizations

Section 36-1-4.4 of the *Code of Alabama, 1975*, provides for a policy governing payroll deductions from employees' salaries to pay dues and voluntary contributions for employee organizations. The following requirements were set as policy and continue to govern this situation. This memorandum is to inform each state employee of the requirements mandated by law.

1. All payroll deduction for membership dues and voluntary contributions for employee associations shall be annual memberships.
2. The annual membership period is established as August 1 of the year through July 31 of the subsequent year.
3. Once initiated, an employee cannot stop a payroll deduction for dues to an employee organization **except during the last 10 WORKDAYS in July**. This notice of termination must be in writing and delivered to the appropriate payroll clerk in the employees' department.
4. Any voluntary contribution to an employee organization can be terminated by the employee **ONLY** by providing written notice to the appropriate payroll clerk in the employee's department. Termination of the deduction will not become effective before 30 days after the department receives the notice of termination.
5. Any employee may initiate a new authorization for deduction of either dues or voluntary contributions on a monthly basis during the year, but once the deduction commences, Sections 3 and 4 of this memorandum apply regarding termination.

6. If an employee's service with the State terminates for any reason, the deduction will terminate with the last salary payment.
7. If after an approved leave of absence or other temporary leave, an employee returns to employment with the State, deductions for dues and/or voluntary contributions will commence unless specifically revoked by the employee prior to reemployment.

NOTICE: All payroll deductions for dues or voluntary contributions for an organization will automatically terminate by operations of law if it is determined that the organization is not eligible to receive such payments through payroll deduction.

Please understand that these requirements are based on the law and that all departments and the State Comptroller must enforce this policy.