

## *Beck Notice*

### **NOTICE REGARDING UNION SECURITY AGREEMENTS AND AGENCY FEES**

Under federal law, employees cannot be required to join a union or maintain membership in a union in order to retain a job. Under certain conditions, the law permits a union and an employer to enter into a union security agreement requiring non-member employees to pay uniform periodic dues and initiation fees. In many affiliates, these are called “fair share” or “agency fee” arrangements. It is also true that employees who are not union members can object to the use of their payments for certain purposes and can only be required to pay their share of union costs relating to collective bargaining, contract administration, grievance adjustment, or other core activities.

If you do not want to pay the portion of dues or fees used to support activities not related to collective bargaining, contract administration, grievance adjustment, or other core activities, you are entitled to an appropriate reduction in your dues’ payment. It has been determined that the agency fee attributable to the core activities of the National Staff Organization (NSO) is **ninety-eight percent (98%)** of the annual membership dues. In addition to the two percent (2%) reduction of your NSO dues and fees, assessments for the Charlie Love Crisis Fund, in the amount of **\$25 annually**, will not be collected.

Additionally, and on the same basis, the Professional Staff Union of the Ohio Education Association’s (Ohio PSU) union dues and fees will also be reduced by the amount expended for activities not related to collective bargaining, contract administration, grievance adjustment, or other core activities. It has been determined that the agency fee attributable to the core activities of the Ohio PSU is **ninety-two percent (92%)** of the annual membership dues. In addition to the eight percent (8%) reduction of your Ohio PSU dues and fees, assessments for the PSU Strike/Lockout fund in the amount of **\$286 annually**, will not be collected.

If you exercise your right to take a reduction in NSO and Ohio PSU dues and fees, you will forfeit any union membership and you will not be eligible to hold or run for union office, to attend membership or Executive Committee meetings, vote for candidates, participate in contract ratifications, and will forgo all other benefits of membership.

For further information concerning NSO fee reduction, or the objection procedures, please contact NSO at [nsobeck@nationalstaff.org](mailto:nsobeck@nationalstaff.org); or, as it pertains to Ohio PSU contact the Ohio PSU Treasurer, Eric Watson-Urban at his e-mail address: [psutreasurer@gmail.com](mailto:psutreasurer@gmail.com).

Currently, if you have signed a dues deduction authorization, it is valid until cancelled or revoked. It may be revoked in writing, at contract expiration and annually within ten (10) days before, or ten (10) days after, an individual’s date of hire (“D/O/H”) anniversary. Any wording which conflicts with the above should be disregarded.