



**BECK - NOTICE TO  
PRIVATE SECTOR EMPLOYEES  
REPRESENTED BY AFSCME COUNCIL 65 & LOCAL \_\_\_\_**

This Notice is provided in accordance with the decisions of the United States Supreme Court in NLRB v. General Motors Corporation and Communication Workers of America v. Beck, as well as other cases decided under the National Labor Relations Act. The purpose of this Notice is to advise all persons employed within a bargaining unit represented by Council 65 of the American Federation of State, County and Municipal Employees and its affiliate, Local \_\_\_\_ and under a collective bargaining agreement requiring the payment of dues or fees as a condition of employment, of: 1) their right to join the union or to become a “fair share” fee payer; 2) their right as a fair share fee payer to object to the payment of that portion of membership dues that is related to nonrepresentational expenses of the Union; and 3) the procedures that must be followed to file an objection and receive detailed financial information regarding that portion of dues determined by the Union to be related to representational and nonrepresentational expenses.

Under federal law you have the right to join the Union as a full-fledged member or to become a fair share fee payer of the bargaining unit. Fair share fee payers are not members of the union and therefore are not afforded the many benefits associated with union membership. For example, fair share fee payers may not attend union meetings; participate in the ratification of collective bargaining agreements; elect union officers or be eligible for other benefits available only to members and their families such as discount programs with various vendors and educational scholarships. However, fair share fee payers do receive the benefits of the union’s representation as it relates to the terms and conditions of their employment. As such, the law provides that fair share fee payers must pay a fee in an amount at least equal to the union’s representational services to fulfill their obligations under a union security provision of a collective bargaining agreement. Such services include the union’s activities related to collective bargaining, contract administration and grievance-arbitration.

Individuals who elect not to join the union and to become a fair share fee payers have the right to object to paying for union activities not germane to the union’s duties as the bargaining representative and to pay only the pro-rata portion (74%) of membership dues associated with representational expenses. Objections must be in writing and include the objector’s name, address, social security number, job title, work location and the period for which an objection is being filed. Written objections must be postmarked between April 1 and April 16 of each year and addressed to both the International Sec/Treasurer and the subordinate Council Treasurer:

**Mrs. Kristine Hamm**  
**AFSCME Council 65**  
**3335 West St. Germain Street**  
**Suite 107**  
**St. Cloud, MN 56301**

**Ms. Elissa McBride**  
**Secretary/Treasurer AFSCME Int’l**  
**1625 L Street**  
**Washington, DC 20036**

Upon receipt of a timely objection, fair share members will be provided with additional information related to the calculation of the financial core fee.