



**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 an agency fee payer; 2) their right as an agency 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 an agency fee payer of the bargaining unit. Agency fee payers are not members of the union and therefore are not afforded the many benefits associated with union membership. For example, agency 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, agency 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 agency 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 an agency fee payer 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 (75%) 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 within 30 days of receipt of this letter 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, agency fee payers will be provided with additional information related to the calculation of the financial core fee.