



## BECK NOTICE

### NOTICE REGARDING UNION SECURITY AGREEMENTS AND AGENCY FEES

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Your position with the Pennsylvania State Education Association (PSEA) is a union position represented by the PSEA Staff Organization (PSEA-SO). The members of the PSEA-SO elect officers and representatives who help employees like you with employment related matters. The PSEA-SO negotiates the collective bargaining agreement (your contract) with the employer and ensures that the employer follows the contract. As a member, you are able to run for office, vote for officers and representatives, participate in contract ratifications, and enjoy other benefits of membership.

Under federal law, employees cannot be required to join a union or maintain membership in a union in order to retain their jobs. 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. Your contract includes an "Agency Fee" provision, and if you decide not to join the union, you would be required to pay a fee to spread the cost of negotiating and enforcing your contract. It is expected that the agency fee attributable to the core activities of the PSEA-SO will be at least 95% of the dues payment. It is also the situation 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 exercise your right to take a reduction in PSEA-SO 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.

Additionally, 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 anniversary.

For further information concerning Agency Fee or dues deduction authorization, contact the PSEA-SO Treasurer at the e-mail address: [treasso@pseaso.org](mailto:treasso@pseaso.org).