



NSO Beck Notice

NSO NOTICE REGARDING UNION SECURITY AGREEMENTS AND AGENCY FEES

Under federal law, NEA affiliate employees cannot be required to join a union or maintain membership in a union in order to retain their jobs. In non-right-to-work states, 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. This is known as financial core membership, which in many affiliates are called “fair share” or “agency fee” arrangements. Some employees may choose not to be union members and can object to a portion of their dues payments for certain purposes. In such a situation, individuals can only be required to pay their share of union costs germane to collective bargaining, contract administration, grievance adjustment, or other core activities.

If you do not want to pay that portion of dues or fees not related to collective bargaining, contract administration, grievance adjustment, or other core activities, you are entitled to an appropriate reduction in your payment. It has been determined that the agency fee attributable to the core activities of the National Staff Organization (NSO) is **ninety-nine percent (99%)** of the annual membership dues. In addition to the one percent (1%) reduction of your NSO dues and fees, assessments for the Charlie Love Crisis Fund, in the amount of ***\$25 annually***, will not be collected.

If you exercise your right to take a reduction in NSO dues, you will forfeit union membership and you **will not be eligible to** hold or run for union office, vote for candidates, attend NSO meetings, participate in contract ratifications, and will forgo all other benefits of membership, including, but not limited to, receipt of benefits from the Charlie Love Crisis Fund.

For further information concerning NSO dues reduction, or to file an objection, please contact NSO at nsobeck@nationalstaff.org.

This Notice only applies to affiliates in states where union security arrangements are lawful.