

**YOUR RIGHTS WITH RESPECT TO UNION SECURITY
AND AGENCY FEE OBJECTIONS**

The rights and responsibilities of union membership are set forth in our Union's Constitution. Members are eligible to hold office, attend union meetings, and vote for union officers and contract ratification. Membership, however, is not required and is voluntary. Non-members do not enjoy the above listed rights. In the event your collective bargaining agreement contains a union security provision, that agreement requires no more than the payment of an agency fee equal to the uniform membership dues, fees and, under the Railway Labor Act, assessments, as a condition of employment. Non-members are not required to pay, over their objection, for those activities not germane to collective bargaining. The procedure for non-members to file such objections and to challenge the calculation of germane expenditures is summarized below.

Agency Fee Objections

Employees who are not members of the union, but who pay agency fees pursuant to a union security agreement, may request a reduction in that fee based on their objection to union expenditures which are not germane to collective bargaining.

Among those expenditures treated as not germane to collective bargaining which non-member objectors are not required to support are those for the election of candidates for public office, including contributions to any political party, political organization or candidate; for efforts to recruit new members; for lobbying except lobbying directly related to ratifying or implementing a collective bargaining agreement; for dues to the AFL-CIO; for contributions to charitable and educational groups; and for a prorated portion of the cost of the union publications devoted to the coverage of subjects specified above or other non-germane subjects. Among those expenditures treated as germane to collective bargaining which non-members are required to support are those for contract negotiations, grievance adjustment and arbitrations, and internal governance and administration.

Non-members wishing to file an objection may do so by so notifying the General Secretary-Treasurer at 9000 Machinists Place, Room 303, Upper Marlboro, MD, during the month of November, or within 30 days from the date that they are first required to pay fees or within 30 days of resigning membership. Employees covered by the Railway Labor Act may also request that their objection be continuing.