

NOTICE TO EMPLOYEES FROM YOUR UNION
PATCO – PROFESSIONAL AIR TRAFFIC CONTROLLERS ORGANIZATION
AFFILIATED WITH FPD/AHPE, NUHHCE, AFSCME, AFL-CIO

Employees covered by a collective bargaining agreement containing a union security clause are required, as a condition of employment, to pay dues to the Union (and, where applicable, initiation fees). Employees have the right to decide whether they wish to be members of the Union. Employees who decide not to join the Union remain obligated, under the union security clause, to pay an agency fee to the Union equal to regular Union dues.

Employees who are not members of the Union, but who pay dues to the Union pursuant to a union security clause of a collective bargaining agreement, have the legal right to object to supporting certain activities of the Union which are not related to collective bargaining, contract administration and grievance adjustment (“representational activities”) and may obtain a reduction in their dues and initiation fee.

Employees who choose not to become Union members and object to paying full dues should be aware that by electing not to become full Union members, they forfeit the right to enjoy a number of benefits available to members only. Among the benefits available only to full Union members are the right to attend and participate in Union meetings, the right to run the Union office and to nominate and vote for candidates for Union office, the right to participate in contract ratification and strike votes, the right to participate in development and formulation of Union policies, the right to participate in the formulation of Union collective bargaining demands and the right to serve as delegates to the National convention.

Each year, audited financial statements are prepared for NUHHCE and for each District, including PATCO, which calculate the percentage of Union expenditures made for representational and non-representational activities. While the exact amount varies slightly each year, approximately 70-80% of the combined expenditures each year are for representational activities. Non-members may object to payment of that portion of Union dues which are spent on non-representational activities. These include expenditures such as lobbying, legislative efforts and political activities, and litigation which is not germane to collective bargaining, contract administration or grievance adjustment. Non-members are legally obligated to pay for expenses connected with representational activities, which include collective bargaining, contract administration and enforcement, grievances and arbitration, litigation concerning these matters, national conventions and Union meetings, Union benefits available to both members and non-members, Union organizing activities and Union publications to the extent that they report union representational activities.

We believe that without the concerted political activity of the Union movement, the great social legislation of this century such as the Social Security Act, minimum wage laws and the Occupational Safety and Health Act would never have become law. This remains truer than ever today. In our opinion, legislative activity, lobbying, political activities and litigation related to broader issues of concern to Union members as citizens are critically necessary for the improvement of working conditions of all employees we represent. It is for this reason that we believe that it is essential for this Union to participate in such activities which benefit all working people in the United States.

You have the right to decide whether to be a part of this important effort.

Non-members who wish to object to payment of that portion of Union dues spent on non-representational activities must file a written objection with the Union. Objections filed within thirty days of the date of this notice will be effective immediately. If you choose to object at a later time, an objection may be filed in the thirty days following your resignation from membership or in the open period established by the Union. Contact the Union for this information. Objections should be signed by the objector and sent to the Executive Vice President of the Union. The written objection should include your full name, address, social security number, employer and work location.

Non-members who object to payment of full dues will be sent detailed information from the Union concerning the breakdown between representational and non-representational expenditures. Non-members who have objected to payment of full dues will be required to pay that percentage spent on representational activities and will have their dues reduced by the amount spent on non-representational activities.