

Notice to all Union and Nonunion Members
regarding their rights under

NLRB v. General Motors and CWA v. Beck

This notice applies to all current and future members of any unit represented by the Union that is covered by a union-security clause in their collective-bargaining agreement. Under the case of *NLRB v. General Motors*, members of a collective-bargaining unit subject to a valid union-security clause have the right to renounce full membership with the Union and to become instead "financial core members" or "FCM."

FCMs do not have the right to vote, nominate for office, hold office, or be a candidate for office in the Union, nor may they participate in or even attend the Union meetings or any functions of the Union that are limited to Union members. In addition, FCMs have no right to vote on dues increases or on contracts submitted to the membership for ratification. These rights and privileges of Union membership are accorded only to full Union members.

Beyond these traditional rights of Union membership, MEBA members also enjoy an array of member-only benefits depending on membership group. Please contact MEBA Headquarters at 444 North Capitol St. NW Suite 800, Washington DC 20001 for what benefits pertain to your bargaining group.

FCMs are not afforded these rights and privileges of Union membership.

Please note, however, that under the case of *CWA v. Beck*, FCMs are still legally required to pay to the Union Service fees for the costs related to collective bargaining, contract administration, grievance adjustment, legal costs and other activities reasonably related to the effectuation of the union's representational duties (hereinafter called "chargeable activities"). Union expenditures for nonrepresentational activities such as political and legislative activities and lobbying (hereinafter called "non-chargeable activities") - activities which most workers know help build a better climate for us all in bargaining with employers and in securing fundamental workers' rights - may not be charged to FCMs who file timely objections.

In calendar year 2007 (most current audited information presently available), we have confirmed that no more than 1.0 percent of all MEBA expenditures were for nonchargeable activities. Please note that much of these nonchargeable expenditures were for activities aimed at maintaining and improving working conditions and benefits for all who work in our industry.

The Union has adopted a Policy and Procedure Concerning "Financial Core Membership" under *NLRB v. General Motors* and *Communication Workers of America v. Beck* (hereinafter called the "Policy"). Under the Policy, an employee in a bargaining-unit represented by the Union who is subject to a union-security clause may opt-out of full Union membership, and thus become a FCM, by submitting a written statement containing the employee's name, address, social security number, the name of the employer, and a signed/dated declaration asserting that the employee desires to become a FCM. The statement must be addressed to the Secretary-Treasurer at 444 North Capitol St. NW Suite 800, Washington DC 20001.

Also under the Policy, a FCM has the right to object to the expenditure of his or her dues and fees paid to the Union on nonrepresentational activities. A FCM may file the objection by submitting a written statement containing the FCM's name, address, social security number, the name of the employer, and a signed/dated declaration asserting that the FCM desires his or her dues and fees to be reduced to the representational expenditures proportional amount. The statement must be addressed to the Secretary-Treasurer at 444 North Capitol St. NW Suite 800, Washington DC 20001. Only FCMs may file objections to paying for nonchargeable expenditures. Under the Policy, Union members whose membership becomes temporarily suspended because of delinquency in their dues payments, or for other reasons, are not considered to be FCMs and will continue to be charged full dues and fees, absent compliance with the opting-out procedure. Also under the policy, objections will not be presumed from compliance with the opting-out procedure. Thus, FCMs who wish to become objecting FCMs must comply with the objection procedure set forth above. Finally, under the Policy, a FCM who obtains a reduction in dues and fees after filing objections under this policy will be required to pay the difference between full dues and fees and the reduced amount for the period during which the reduction was granted before the FCM is allowed to join/re-join the Union.

We must underscore that bargaining-unit employees who become FCMs lose all rights and benefits of Union membership while they continue to be legally obligated to pay chargeable dues and fees to the Union under existing union security agreements.

Most workers understand that the small monetary difference between the FCM service charge and the full service charge for members is greatly offset by all of the benefits afforded by MEBA membership. We hope that everyone who carefully considers the options will become and remain a full Union member. If you are not a Union member or have not yet had the opportunity to join, please contact the any MEBA hall or office for a membership application.