

# LEGAL NOTICE

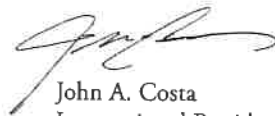
## **TO: Employees represented by ATU Locals in U.S. bargaining units who are subject to union security arrangements**

Employees in the United States at private-sector employers working under collective bargaining agreements which contain a union security clause are required, as a condition of their employment, to pay monthly dues or fees to the Union. Formal union membership, however, is not mandated. Those who are members of the ATU pay monthly union dues. Nonmembers, or "agency fee-payers," meet their obligation through the payment of an equivalent "agency fee." Nonmembers subject to a union security clause have the additional legal right to file objections to their funding of expenditures which are "unrelated to collective bargaining, contract administration, or grievance adjustment" and/or are otherwise "nongermane to the collective bargaining process."

Union security clauses are negotiated and ratified by your coworkers based upon the principle that everyone who benefits from the collective bargaining process should share in its costs. The wellbeing of all bargaining unit employees is improved immeasurably when the union obtains higher wages, better health care and retirement benefits, fairness in the discipline system, and the many other improvements realized in contract negotiations. But it would be difficult to provide such effective representation at the bargaining table without the influence earned through the "nongermane" political activities of the trade union movement.

There are considerable benefits of being a member of the ATU. Only members have the right to attend and participate in union meetings; the right to run in local union elections and to otherwise nominate and vote for any candidates for union office; the right to participate in the formation of ATU bargaining demands; and the right to vote on contract ratification questions.

The *Notice of Statement of Law and Procedures* applies to the International Union expenditures and to the per capita tax portion of local union dues. Because the portion of local union expenditures which are spent on "chargeable" activities is at least as great as that of the International Union, Local Unions presume that the International Union's percentage of chargeable activities applies to the Local Union, absent notice to the contrary.



John A. Costa  
International President

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### *ATU Statement of Law and Procedures Concerning Union Security Objections.*

1. Any ATU-represented nonmember employed in the United States who is subject to a union security clause conditioning continued employment on the payment of dues or fees has the right to become an objector to expenditures not related to collective bargaining, contract administration, grievance adjustment, or other chargeable expenditures. A current ATU member who chooses not to tender the full periodic dues and assessments paid by members of the Union, but who instead opts to become an objector, must assume nonmember status prior to filing an objection through these procedures. An objector shall pay reduced fees calculated in accordance with Section 5.

2. To become an objector, an ATU represented nonmember employee shall notify the International Secretary Treasurer in writing of the objection within thirty (30) days of receiving this notice via the October-November-December issue of *In Transit*, within thirty (30) days of resigning from membership, or within thirty (30) days after first becoming subject to union security obligations and receiving notice of these procedures. The objection shall be signed and shall specify the objector's current home mailing address, name the objector's employer with which the applicable union security arrangements have been entered into, and identify the ATU local union number, if known. All objections should be mailed to the International Secretary-Treasurer, 10000 New Hampshire Avenue, Silver

Spring, MD 20903 or transmitted by facsimile to (301) 431-7116 with a separate cover page directing such to the attention of the International Secretary-Treasurer and specifying the subject thereof to be the "Election of Fee Objector Status."

3. The following categories of expenditures are chargeable to the extent permitted by law:

- a. All expenses concerning the negotiation of agreements, practices and working conditions;
- b. All expenses concerning the administration of agreements, practices and working conditions, including grievance handling, all activities related to arbitration, and discussion with employees in