

\*Public non New Jersey for reduction of fees, All Public Agency Fee Payers must file an annual objection. Objections are not continuously carried over each year. Therefore each Agency fee payer will receive in June of each year the following or similar Hudson Notice.

«Date»

Dear CWA Local «Local» Agency Fee Payer – Public Workers:

The agency fee arrangement between CWA and your employer requires employees who choose not to become members of the Union to pay an agency fee equal to union membership dues as a condition of employment. The purpose of this letter is to provide you with notice of your rights as an agency fee payer for the «Obj year» objector period.

As a public employee who pays agency fees, you may request a reduction in that fee based on your objection to certain kinds of Union expenditures. The agency fee charged to objectors is based on the Union's expenditures for those activities or projects germane to collective bargaining, contract administration, and grievance adjustment within the meaning of applicable decisions of the U.S. Supreme Court.

These "chargeable" expenditures are those going for negotiations with the employer, enforcing collective bargaining agreements, informal meetings with employer representatives, discussion of work-related issues with employees, handling employees' work-related problems through the grievance procedure, administrative agencies, or informal meetings, and union administration.

The expenditures treated by the Union as "non-chargeable," which objectors will not be required to support, are those going for community service, charities, legislative activity, cost of affiliation with non-CWA organizations, contributions to state and local candidates, recruitment of members to the Union, and members-only benefits.

CWA will respond to an objection by issuing an advance reduction of the non-chargeable portion of the agency fee payments for the current objector period, «Obj year».

The Union will calculate the amount of the advance reduction by multiplying the total payments you will make for the period by the non-chargeable percentages of the International and Local «Local». (The International receives somewhat under one-half of your fees, and your Local receives somewhat over one-half.)

The International non-chargeable percentage is «Nat'l%»%, and the Local non-chargeable percentage is «Local\_Non»%. Thus, if you file an objection, your advance reduction of agency fees will equal «Combined»% of the total payments made. Financial documents that support these calculations, both from the International and Local, along with a detailed list of chargeable and non-chargeable expenditures are provided at [insert national audit link site] and your unique password is «Vendor#» «Last4-MbrID». If you have any problems accessing these reports, please contact Cristi Mason at 202-434-1330.

To file an objection, send a letter to Agency Fee Administrator, CWA, 501 Third Street, NW, Washington, DC 20001-2797 postmarked by «35days from date of ltr». Your objection letter must include your name, address, CWA Local number, employer, and that you are a public employee applying for the «Obj year».

In addition to any other avenue of relief available under the law, you may challenge the Union's classification of expenditures or its calculations before a neutral arbitrator appointed by the American Arbitration Association. If you choose to do so, a portion of your agency fee will remain in escrow until the arbitrator rules on your challenge. At the arbitration, it will be CWA's burden to prove the accuracy of its calculations. In advance of the hearing, objectors making challenges may inspect the Union's supporting documents. To make a challenge through this arbitration procedure, you must send a letter postmarked by «35days from date of ltr».

Sincerely,

Agency Fee Administrator

C. Local «Local»