

EMPLOYEES

Under Federal law, employees cannot be required to join a union or maintain membership in a union in order to retain their jobs. Under certain conditions, the law permits a union and an employer to enter into a union-security agreement requiring employees to pay uniform periodic dues and initiation fees. However, employees who are not union members can object to the use of their payments for certain purposes and can only be required to pay their share of union costs relating to collective bargaining, contract administration, and grievance adjustment.

NOTICE TO

If you do not want to pay that portion of dues or fees used to support activities not related to collective bargaining, contract administration, or grievance adjustment, you are entitled to an appropriate reduction in your payment. If you believe that you have been required to pay dues or fees used in part to support activities not related to collective bargaining, contract administration, or grievance adjustment, you may be entitled to a refund and to an appropriate reduction in future payments.



U.S. Department of Labor
Employment Standards Administration
Washington, D.C. 20210

This Notice is required to be posted by
Executive Order 13201, which was signed by President
George W. Bush on February 17, 2001.

You can download copies of this poster from www.olms.dol.gov, send a request to OLMS-Public@dol.gov, or call 1-866-4-USA-DOL.