

TEAMSTERS LOCAL 952 NOTICE ON NONMEMBER OBJECTOR FEES

Federal law states that employees represented by a union under a union security clause of a collective bargaining agreement are not required to be members of the union. Such an employee is required to pay their fair share of the costs of operating the Union. Employees who are not members of Local 952, but who pay financial core fees, may request an adjustment in that fee based on their objection to Local 952 expenditures that are not reasonably related to collective bargaining, contract administration, and grievance adjustment. In general, if the nonmember wishes to object, the objection must be made within thirty (30) calendar days of his or her receipt of this notice.

The financial core fee payable by objectors will be based on Local 952's expenditures for those activities or projects normally or reasonably undertaken by Local 952 to advance the employment-related interests of the employees it represents or are otherwise connected to collective bargaining. These are referred to as "chargeable" expenditures. "Chargeable" expenditures include but are not limited to collective bargaining, contract administration and grievance adjustment. "Non-chargeable" expenditures include, but are not limited to, expenditures in support of worker-based political action or charitable causes not reasonably related to union representation for collective bargaining with Employers.

PRIVATE SECTOR:

In the calendar year 2015, a minimum of ninety-five (95%) percent of the Local Union's expenditures were made for chargeable activities. When we include IBT and Joint Council per capita and Local Union expenditures on non-chargeable activities the expenditures for chargeable activities come to ninety-two (92 %) percent of normal full monthly dues and ninety-two point five six (92.56%) percent of the full amount of any initiation fee assessed in 2017. For example, if your wage scale is twenty dollars (\$20.00) per hour, your dues are fifty dollars per month ($2.5 \times \$20.00 = \50.00) and your initiation fee is calculated at eighty percent of forty hours times twenty dollars per hours ($40 \times \$20.00 = \800.00) eighty percent (80%) of that is \$640.00. If you are a financial core nonmember, your reduced initiation fee is five hundred and ninety-two dollars (\$592) and the reduced monthly fee amount for 2017 would be forty-six (\$46.00) dollars (please note that if the nonmember's hourly rate changes during the course of the year, the reduced amount of his or her fees will change accordingly because fees are calculated based on a percentage of the hourly wage rate).

PUBLIC SECTOR:

In the calendar year 2015, a minimum of eighty-seven (87%) percent of the Local Union's expenditures were made for chargeable activities. When we include IBT and Joint Council per capita and Local Union expenditures on non-chargeable activities the expenditures for chargeable activities come to eighty-one (81%) percent of normal full monthly dues and eighty-two point three eight (82.38%) percent of the full amount of any initiation fee assessed in 2017. For example, if your wage scale is twenty dollars (\$20.00) per hour, your dues are fifty dollars per month ($2.5 \times \$20.00 = \50.00) and your initiation fee is calculated at eighty percent of forty hours times twenty dollars per hours ($40 \times \$20.00 = \800.00) eighty percent (80%) of that is \$640.00. If you are a financial core nonmember, your reduced initiation fee is five hundred and twenty-seven dollars (\$527) and the reduced monthly fee amount for 2017 would be forty-one (\$41.00) dollars (please note that if the nonmember's hourly rate changes during the course of the year, the reduced amount of his or her fees will change accordingly because fees are calculated based on a percentage of the hourly wage rate).

However, in order to be charged these adjusted amounts, the nonmember must deliver a written objection to Teamsters Local Union No. 952, 140 South Marks Way, Orange, California, 92868 within the applicable time limits described herein. Nonmembers who have previously delivered written objections to this Local need not do so again to be charged the adjusted amounts. Otherwise, the nonmember will be charged the full amount. Upon receipt of the objection, Local 952 will send to the nonmember a full explanation of the basis for the fee charged to him or her. That explanation will include a detailed list of the categories of expenditures deemed to be "chargeable" and those deemed to be "non-chargeable," and include the Accountant's Report showing the Union's expenditures on which the fee is based. The nonmember will also be provided with Local 952's procedures on filing challenges to the calculation.