



**UNITED GOVERNMENT SECURITY OFFICERS OF AMERICA
INTERNATIONAL UNION**

The Strongest Union for Security Professionals

To: All Local Officials who work in a Non-Right to Work State:

It is important for you to understand and comply with the laws related to Employees rights to either join the Union and/or become a Beck Objector/Fee Payer. Be advised:

Prior to enforcing the Security Clause in your Collective Bargaining Agreement, the Union is required to:

- 1.) Provide employees with a copy of the most recent Beck Notice
- 2.) Provide employees with the UGSOA Dues Structure, (to include the amounts that will be charged for dues and initiation fees).
- 3.) Provide the employee with a copy of the CBA.

Beck Notices need to be provided to ALL employees on an annual basis.

Should an employee choose to become a member of the Union, the law states employees have the right to pay Dues through payroll deductions, (Dues Deduction Cards), with their consent and if they do not consent to pay roll deductions, they may submit monthly payments via personal check and/or money order directly to the Union.

It is also the Unions responsibility to provide employees with all of the necessary information to become and remain in compliance with the Security Clause.

Enclosed you will find the Unions most recent Beck Notice which is for the 2020 year. Please be sure to provide the members with this information and have them sign the attached form acknowledging receipt of the same.

Sincerely,

UGSOA International Executive Board Members