



RICK BARTZ
BUSINESS MANAGER

LOCAL UNION 949

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
IBEW 12908 NICOLLET AVE SOUTH, BURNSVILLE, MN 55337
TELEPHONE: 952/ 890-8484
FAX: 952/ 890-2241

To: Prospective Members

Re: Represented Employee Rights and Solicitation for Membership in IBEW Local 949

Local Union 949 invites you to join your Local Union so that you may fully participate as a member within both the Local Union and your Unit.

Please be advised, you are not required to become a member. You may, instead, choose to become a fee-payer. Should you choose not to join Local 949, you are required to make arrangements with the Local Union within the next thirty (30) days to pay an agency fee equal to full working dues.

Further, should you choose to make the arrangement noted above, you will have an additional thirty (30) days to establish fee-payer objector status with Local Union 949.

For your convenience, attached to this correspondence is Local Union 949's fee-payer objector plan along with a copy of the IBEW International's fee-payer objector plan.

Obviously, your membership in Local Union 949 is both welcomed and encouraged. The ability to participate and vote should be of utmost importance to you as a represented employee. However, should you choose not to be represented, I assure you, as the Business Manager and Financial Secretary of IBEW Local 949, that the full benefit and enforcement of the contract will be afforded to you.

I appreciate your consideration and I welcome your membership.

Sincerely,

RICK BARTZ
Business Manager/Financial Secretary

RB/lj
OPEIU 12, AFL-CIO





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Dear Member/Prospective Member:

Please be advised of the following dues reduction procedure for IBEW Local Unions in the United States:

1. Any nonmember who pays agency shop fees pursuant to a collective bargaining agreement shall have the right to object to expenditures by Local Union 949 for political and ideological purposes not reasonably related to collective bargaining. An individual who perfects his or her objection pursuant to the procedures set forth below shall be entitled to a rebate of that proportion of his or her annual payments to Local Union 949 which is allocated for such purposes.
2. Expenditures for political and ideological purposes not reasonably related to collective bargaining include any made:
 - (a) to or on behalf of candidates for political office, or political parties or organizations;
 - (b) to support activities directed at influencing legislation which is not reasonably related to terms and conditions of employment of those represented by the IBEW; and
 - (c) to or on behalf of ideological, charitable or religious activities or causes not reasonably related to collective bargaining.
3. An objection must be filed in writing, per the attached publications, within 30 days of becoming an agency fee payer or during the annual open period (usually the month of November).
4. By November 1st of each year, the Financial Secretary will calculate the reduction to which the objectors are entitled in the Local Union's portion of the fees as follows: The Financial Secretary will determine the Local's total operating expenditures for all purposes during the previous fiscal year and the total expenditures made for activities which are chargeable to objectors, and the non-chargeable expenditures. The Financial Secretary will then calculate the percentage of the Local's total expenditures devoted to chargeable and non-chargeable expenditures. These calculations will be verified by an independent auditor. The Union will provide qualifying objectors with an up-front lump-sum reduction in their annual fees at the beginning of the year. With the check, the Financial Secretary will provide an explanation of how the reduction was determined.

If you have any questions regarding the calculation procedure, please contact the Local Union.

Fraternally,

RICK BARTZ
Business Manager/Financial Secretary

RB/lj
OPEIU 12, AFL-CIO

