

## **Rights and Options Regarding Union Membership**

### **NOTICE TO PRIVATE SECTOR EMPLOYEES REPRESENTED BY AFSCME/SHARE LOCAL 3900**

This Notice is provided in accordance with the decisions of the United States Supreme Court in *NLRB v. General Motors Corporation* and *Communication Workers of America v. Beck*, as well as other cases decided under the National Labor Relations Act. The purpose of this Notice is to advise all persons employed within a bargaining unit represented by SHARE Local 3900 of the American Federation of State, County and Municipal Employees (AFSCME), and under a collective bargaining agreement requiring the payment of dues or fees as a condition of employment, of: 1) their right to join the union or to become an agency fee payer; 2) their right as an agency fee payer to object to the payment of that portion of membership dues that is related to nonrepresentational expenses of the Union; and 3) the procedures that must be followed to file an objection and how to receive detailed financial information regarding that portion of dues determined by the Union to be related to representational and nonrepresentational expenses.

Under federal law you have the right to join the Union as a full-fledged member or to become an agency fee payer in the bargaining unit. Agency fee payers are not members of the union and therefore are not afforded the benefits associated with union membership. For example, agency fee payers may not be allowed to attend some union meetings; participate in the development and formulation of Union policies; participate in the ratification of collective bargaining agreements; run for union office; nominate and vote for union officers; or be eligible for other benefits available only to members and their families such as discount programs with various vendors, rental assistance, and educational scholarships. However, agency fee payers do receive the benefits of the union's representation as it relates to the terms and conditions of their employment. As such, the law provides that agency fee payers must pay a fee in an amount at least equal to the union's representational services to fulfill their obligations under a union security provision of a collective bargaining agreement. Such services include the union's representational expenses related to collective bargaining, contract administration, and handling disciplinary representation and problem-solving.

Agency fee payers generally are charged the same amount as the dues paid by union members. However, employees who are agency fees payers have the right: to request a reduction in that fee based on their objection to paying for union activities not related to the union's duties as the bargaining representative; to pay only the pro-rated portion (about 72% in 2026) of membership dues associated with representational expenses; and to have sufficient information to decide whether to object.

To sign an agency fee card, request one through any of the following options: contact your SHARE Representative or Organizer, email the Union at [SHARE.NewMembers@theshareunion.org](mailto:SHARE.NewMembers@theshareunion.org) or via U.S. mail at ***AFSCME/SHARE Local 3900, 50 Lake Ave, Worcester, MA 01604.***

To file an objection to the payment of that portion of membership dues that is related to nonrepresentational expenses of the Union, you must first be an agency fee payer. Objections must be in writing and include the objector's name, address, employee ID number, job title, department, signature, and phone or email contact information. In response, the union will process your request, reduce your rate as requested and will send additional information related to the calculation of the pro-rated agency fee. All letters should be addressed to: ***Re: Beck Objection, AFSCME/SHARE Local 3900, 50 Lake Ave, Worcester, MA 01604.***

**NOTICE TO PRIVATE SECTOR EMPLOYEES  
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WHO WORK REMOTELY FROM CERTAIN DISTANT STATES**

Employees who work remotely from the following states are not subject to laws requiring union membership or agency fee: Arizona, Florida, North Carolina, Texas, and Wisconsin. \*

If you work in one of the above states, you still have the right to join the union. If you don't join the union, you are not afforded the benefits associated with union membership. For example, you may not be allowed to attend some union meetings; participate in the development and formulation of Union policies; participate in the ratification of collective bargaining agreements; run for union office; nominate and vote for union officers; or be eligible for other benefits available only to members and their families such as discount programs with various vendors, rental assistance, and educational scholarships. However, you do receive the benefits of the union's representation as it relates to the terms and conditions of your employment including: collective bargaining, contract administration and handling disciplinary representation and problem solving.

\*This list is based on a review conducted in March 2026 and is provided for your convenience and is subject to change due to state and federal laws and negotiations between SHARE and the Hospital.