



# Illinois Education Association Staff Organization

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## ***IEASO Beck Notice***

### **IEASO NOTICE REGARDING UNION SECURITY AGREEMENT AND AGENCY FEES**

Under federal law, bargaining unit members cannot be required to join a union or maintain membership in a union in order to retain their jobs. In Illinois, a non-right-to-work state, the law permits a union and an employer to enter into a union security agreement requiring non-member employees to pay uniform periodic dues and initiation fees. This is known as financial core membership, which many call “fair share” or “agency fee” arrangements. Some employees may choose not to be union members and can object to a portion of their dues payments for certain purposes. In such a situation, individuals can only be required to pay their share of union costs germane to collective bargaining, contract administration, grievance adjustment, or other core activities.

If you do not want to pay that portion of dues or fees not related to collective bargaining, contract administration, grievance adjustment, or other core activities, you are entitled to an appropriate reduction in your payment. It has been determined that the agency fee attributable to the core activities of the Illinois Education Association Staff Organization (IEASO) is ninety-six percent (96%) of the annual membership dues. In addition to the four percent (4%) reduction of your IEASO dues and fees, the assessments for the IEASO Crisis Fund, in the amount of \$78 annually, will also not be collected.

If you exercise your right to take a reduction in IEASO dues, you will forfeit union membership and you will not be eligible to hold or run for union office, vote for candidates, attend IEASO meetings, participate in contract ratifications, and will forgo all other benefits of membership, including, but not limited to, receipt of benefits from the IEASO Crisis Fund and all NSO benefits of membership and the NSO Charlie Love Crisis Fund.

For further information concerning IEASO dues reduction, or to file an objection, please contact IEASO at [treasurer@ieaso.org](mailto:treasurer@ieaso.org).