

UNION SECURITY AGREEMENTS

Notice to Persons Covered by Union Security Agreements Regulated Under the National Labor Relations Act

The UAW, like other unions, spends the vast majority of its funds on collective-bargaining-related activity, as well as some amounts for political lobbying, community services, citizenship fund activities, international affairs, organizing, charitable donations, publications advancing the union's political positions, certain litigation and other matters. Under the Supreme Court decision in *CWA v. Beck*, nonunion members who pay money to the union under union security agreements may file objections to nonrepresentational-related expenditures of the money they pay under such agreements. (Such agreements, including those that the UAW is a party to, may be and are applied by the UAW only to require as a condition of employment that covered employees "tender the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership" in the union. This means that at any time you may decline membership in the union and be a non-member agency-fee payer. In addition, if you do so, you are eligible to submit an objection to the UAW under *Beck* as described below.)

To comply with the *Beck* decision, the UAW honors objections by nonmembers of the union covered by National Labor Relations Act union security agreements who notify in writing the Agency Fee Payer Objection Administration-Private Sector, International Union, UAW, 8000 E. Jefferson Ave., Detroit, MI 48214 of their objection. Objections may be filed at any time but must be renewed each year. Objectors will be charged only for expenditures related to representational activities. All non-members who

file such an objection will receive the UAW's Report of Expenditures Incurred in Providing Collective Bargaining Related Services for Fiscal Year 2023. This Report provides the basis for the amount which will be charged to Objectors for the period from Aug. 1, 2024, through July 31, 2025. The report arrives at this amount by an analysis of the UAW's 2023 expenditures which provides a detailed allocation of those expenditures between the **85.41** percent of such expenditures which are related to the UAW's representational activities, and from which the amount charged Objectors is derived, and the **14.59** percent of such expenditures which are not or may not be so related.

Any challenge by an Objector to the calculations in the Report or any challenge by an objector claiming the Report does not properly determine what portion of the UAW's expenditures were expended on matters unrelated to representational matters will be referred to an impartial decision maker appointed by the American Arbitration Association under its Rules for Impartial Determination of Union Fees. Such challenges by Objectors to the Report must be made in writing, and must be addressed to Agency Fee Payer Objection Administration-Private Sector, International Union, UAW, 8000 E. Jefferson Ave., Detroit, MI 48214. For arbitration this year, such challenges to the FY 2023 Report must be received by the UAW on or before October 4, 2024, except for challenges by Objectors who have already received a FY 2023 report, who have been notified of the deadline applicable to them.