

**NOTICE TO ALL EMPLOYEES COVERED BY
A UNION SECURITY AGREEMENT**

All employees who are in the bargaining unit represented by *Adjuncts United – Syracuse University* have the right to join or not join the union.

The benefits of membership are:

1. the right to hold union office;
2. the right to participate in union governance, vote in union elections and attend union meetings;
3. the right to have input regarding collective bargaining proposals; and
4. the right to ratify collective bargaining agreements.

Should you choose not to belong to the union, be aware that you may pay a service fee equivalent to the amount of dues paid by union members.

Please be advised that if you pay the service fee you have the right to object to the payment of service fees which are expended for purposes other than contract administration, grievance adjustment and collective bargaining. In the event you pay the service fee a procedure to process that objection will be sent to you.

If you become a member you then have the right to become a non-member at any time. As a non-member you will be (1) subject to a service fee in an amount equivalent to dues, (2) allowed to participate in the service fee reduction procedure, but (3) you will not be entitled to participate in the four benefits of union membership as set forth in the second paragraph above.