

**NOTICE TO EMPLOYEES REPRESENTED
BY THE UNITED STATES COURT SECURITY OFFICERS**

March 10, 2021

The United States Court Security Officers Union (USCSO) and (“The Company”) have negotiated a collective bargaining agreement which covers your wages, hours, and other terms and conditions of your job. This agreement contains a union security clause that requires all covered employees, including you, after the period specified in the contract, to become and remain members of USCSO and pay dues and fees as a condition of continued employment.

The officers, representatives, and other members of USCSO strongly urge you to become and remain an active member of USCSO. As a member you will have all of the benefits and privileges of membership. Such benefits and privileges include the right to participate fully in the internal activities of USCSO. Only members can attend and participate in membership meetings and help to develop the contract proposals for the collective bargaining agreement that covers your wages, benefits and working conditions as well as participate in contract ratification and strike votes. Only members can vote to set or raise dues and fees. Only members can nominate and elect officers of USCSO, and only members can run for USCSO office. More members in USCSO, effectively increases our bargaining strength during contract negotiations and ultimately will improve our chances of providing you and your fellow co-workers with better wages, fringe benefits and working conditions.

We believe that it is in your best interests to become and to remain a full dues-paying member of USCSO. However, your obligation under the contract's union security clause is limited to the payment of uniform fees and dues. If you choose not to join USCSO or choose to resign your current USCSO membership, you are still required to pay equivalent dues and fees uniformly required of members. If you object to the use of your fees and dues to fund USCSO activities that are not germane to USCSO's duties as your bargaining representative, you will be required to pay, as a condition of employment, a fair share fee that represents expenditures only for chargeable activities.

The fair share fee has been calculated based on USCSO's expenditures for chargeable activities. The amount of the fair share fee was determined by a review of USCSO's financial statement for the most recent (2020) fiscal year. Those expenditures that are chargeable and nonchargeable were identified pursuant to criteria approved by the courts.

Some examples of expenditures germane to the collective bargaining process for which objectors may be charged are those made for the negotiation, enforcement and administration of collective bargaining agreements; meetings with employers and union representatives; meetings with employees on employment-related matters; proceedings on behalf of workers under the grievance procedure, including arbitration; internal union administration and management; and other relevant activities, including litigation, that affect the terms and conditions of your employment. Other chargeable expenditures include the operating and administrative expenses of USCSO, membership meetings and conventions, and social activities open to all represented employees. The fair share fee does not include any expenditures for lobbying or litigation on

matters not related to bargaining unit matters, collective bargaining, and representation, or contributions to political campaigns. USCSO has determined the fair share fee to be **95.41 %** of the regular dues for members. Again, please note that dues and fees can be raised only by members. If you choose not to join the USCSO, you will have no say in setting the amount of dues and fees.

If you are not a member of USCSO and you object to paying dues and fees equal to the amount customarily paid by USCSO members, you must notify the USCSO by sending a letter of objection to the USCSO's office, as specified in this notice, within 30 days of the mailing or posting date of this notice. The letter of objection must also include your full name, mailing address, and social security number; identify your work site and its location. You have the right to obtain information from the USCSO to assist you in deciding whether to object to paying USCSO membership fees and dues. Upon receipt of your letter of objection only, USCSO will request that the Company deduct a fair share fee from your paycheck. If USCSO does not receive a letter of objection, we will presume that you have no objection to being charged the full membership dues and fees.

Once USCSO receives a timely filed objection, the USCSO's Treasurer will provide the objecting employee a summary of major categories of expenditures showing how the fair share fee was calculated. Upon receiving the notice of the calculation of chargeable expenditures, an objecting individual has 30 days to file a challenge in writing with the USCSO's Treasurer if you have reason to believe that the calculation of chargeable expenditures is incorrect. The USCSO will open an interest-bearing, separate and identifiable escrow account to hold the disputed portion of the dues received by the USCSO from a nonmember who is challenging the chargeable percentage in accordance with the provisions established in this Notice.

[An independent appeal procedure shall be established with the American Arbitration Association, pursuant to its Rules for Impartial Determination of Union Fees, to resolve challenges to the calculation of the fair share fee. An arbitrator will be selected by the American Arbitration Association who will have the authority to determine a fair share fee and order any adjustments to the fee and refunds, if appropriate, to challenging employees or to USCSO from the interest-bearing escrow account which the arbitrator determines are warranted. The arbitrator's decision will be final and binding.]

All challenges to the fair share fee amount will be consolidated for a single hearing, which will be held once a year. The arbitrator's fees and expenses will be paid by USCSO. Each employee filing a challenge must pay his or her own expenses relating to the hearing, including representation, if any, and attendance. If a hearing is held, a verbatim transcript of the hearing will be provided. The challenger(s) may obtain a copy of the transcript at their own expense. A fair share fee payer who files a challenge will have the right to inspect at USCSO's office any of the financial records that formed the basis for the USCSO's calculation of the fair share fee. The employee filing the challenge will receive a copy of the Rules of the American Arbitration Association as well as the date and location of the hearing, or the date by which the objector must submit his or her written position statement.]

We again urge you to exercise your protected, legal right to join or remain with your fellow workers as a full and active member of USCSO. If you are not yet a member, all you need to do is request and fill out the membership application card. If you wish to remain a member of USCSO, you need not do anything else.

If you are considering not becoming a member or giving up your membership, before choosing fair share fee payer status over full member status, please read this notice carefully and be aware of the benefits of USCSO membership that you will give up. If you elect to change your membership status, you must notify the USCSO in writing.

If you have any questions, please call USCSO at (845) 486-4260.