

GEO/UAW LOCAL 1596 – UMASS BOSTON CHAPTER DUES DEDUCTION FORM

The GEO represents all Graduate Employees at UMass Boston: TAs, RAs, and AAs.

The Graduate Employee Organization/United Auto Workers Local 1596 is the graduate employees' union at the University of Massachusetts Boston, and the exclusive bargaining agent for graduate employees (Teaching Assistants, Research Assistants, and Administrative Assistants) at the university. *All graduate employees are required to either become a member of the Union or pay an Agency Service Fee as a CONDITION OF EMPLOYMENT.* (See GEO contract, Article II, available at <http://geoumb.org/contract>)

Section 1: Are you a returning graduate employee? (TA, RA or AA)

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Check this box if you have been employed as a graduate assistant in a previous.

YES

University Payroll will confirm whether you have already paid your \$25 initiation fee that was deducted from your first paycheck. If you did not previously have the initiation fee deducted from your first paycheck, you are now authorizing a one-time deduction of the initiation fee from your next paycheck.

Otherwise, you will be considered a first-time graduate employee and you acknowledge that you must pay a \$25 initiation fee that you authorize to be deducted from your first paycheck.

Section 2: Do you want to be a member of the GEO?

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Check this box if you wish to accept membership in the GEO by paying a 1.5%

YES

weekly payroll dues deduction which allows you the right to vote in union elections and run for office.

Otherwise, you will be considered not a member of the GEO, and you authorize the deduction of the required Agency Service Fee (1.21% of weekly payroll) from your paychecks. You understand you will not be allowed to vote in union elections or run for office. Your signature below authorizes the deduction of membership dues or an agency service fee from your biweekly paycheck for this current appointment and any other graduate employee appointments in the current school year. If you sign this form but do not check any of the above boxes, an agency fee (as defined in Massachusetts General Law Chapter 150E, Section 12), rather than membership dues, will be deducted from your paycheck. Dues (and a one-time initiation fee deduction, if applicable), or Agency Service Fees, will commence with the first paycheck after the receipt of this dues deduction authorization form.

I hereby request and authorize the University of Massachusetts Boston to deduct dues or an Agency Service Fee from my earnings at an amount fixed by the Union. I understand that the specific amount of the dues and Agency Service Fee shall be certified by the Financial Secretary of the Union. This amount shall be paid to the Financial Secretary of the Union and represents payment of my union dues and (initiation fee or Agency Service Fee where applicable). These deductions will only cease upon termination of my employment.

Your signature is required.

Name (Please print clearly)

Signature and Date (mm/dd/yy)

Academic Program

E-Mail

Assistantship Location (If different than Acad. Program) _____

OVER

Section 3: FERPA Waiver**Background**

To have a properly functioning union, GEO needs to know what employees are in our bargaining unit and covered by our union contract at all times- both members and agency fee payers. It is standard practice for employers to provide union's access to their bargaining unit lists. Due to an old law (FERPA, the Family Educational Rights and Privacy Act of 1974) that is being strictly enforced of late by the federal government, student records are private- with the exception of certain basic "directory" information (name, address, phone, etc.) The problem is that employment status is not considered directory information. As such, the University of Massachusetts Boston administration currently argues that, by giving us any list of the employees in our unit- who are graduate students and subject to FERPA- they would automatically be giving us private information (employment status) proscribed under FERPA. Therefore, they maintain that they cannot give us any unit information at all, and say that the only way we can contact our full unit is through communications sent out via the UMB administration. GEO is currently contesting this interpretation of FERPA- as are other graduate employee unions nationwide. However; if you sign the Waiver below, the administration will provide GEO with your information for our member database. **It is also your right to choose not to sign the waiver.** However, the more waivers are signed, the more effective our administrative apparatus. The waivers allow us to know how many members we have and organize more effectively, which helps us negotiate higher wages and better benefits in future contracts. Signing the Waiver helps both members and agency fee payers alike. **We strongly encourage all graduate assistants to sign the Waiver.**

**YOUR SIGNATURE IS REQUIRED BELOW IF YOU AGREE TO RELEASE
YOUR DIRECTORY INFORMATION AND NON-DIRECTORY INFORMATION AS DEFINED ABOVE.**

WAIVER:

I, _____, the undersigned graduate student at University of Massachusetts
Print Name Clearly

Boston, hereby authorize the University of Massachusetts Boston to release all of my directory information (including, but not limited to, my name, academic department, entrance date, e-mail address, home address, phone number, work department, and office address) and all of my relevant non-directory information (including, but not limited to, my student ID number, employment status, employment category, job title, number of hours contracted for, stipend/salary, length of contract, and notice of any discharge or disciplinary action) to the Graduate Employee Union/United Auto Workers Local 1596- University of Massachusetts Boston Chapter (GEO). This information shall be provided upon request following receipt of this waiver, in both digital and hardcopy format, to official representatives of GEO for the duration of my GEO membership.

SIGNATURE

Date (mm/dd/yy)