

MCEA REPRESENTATION FEE NOTICE

This is to inform you of the representation fee provision in the negotiated agreement between the Montgomery County Public Schools (MCPS) and the Montgomery County Education Association (MCEA). The article also applies to long-term substitute teachers.

Article 22, Deductions from Salary, Section G, Representation Fee, states:

“All unit members hired after August 31, 1984, shall be required to join the Association or to pay a representation fee.”

“If an employee who is required to pay a representation fee fails to do so, MCEA will take appropriate steps—including commencement of legal action against the employee—to collect the amount in question. MCPS will not be required to terminate a unit member’s employment or take disciplinary action against a unit member for failing to pay or authorize payment of a representation fee.”

“...the obligation to pay a representation fee will not apply to an employee whose religious beliefs are opposed to joining or financially supporting any collective bargaining organizations.”

A complete copy of the contract will be provided to you at the time of initial employment in MCPS.

I have read the above statement. I understand that I must complete and submit either the MCEA Membership Authorization Form or the Representation Fee Response Form within thirty (30) calendar days, and that failure to do so constitutes authorization for payment of the representation fee via payroll deduction.

Applicant’s Name (Please Print)

EMPLOYEE ID

Applicant’s Signature

Date

SICK LEAVE BANK

This does not apply to substitute teachers.

I acknowledge receipt of the MCEA Sick Leave Bank enrollment information and understand that I have six months in which to join. *The Sick Leave Bank Enrollment Form must be completed in order to join.* (See Sick Leave Bank Rule III, MCEA Sick Leave Bank Rules of Procedure for enrollment process and the consequences of not joining the Bank.)

Applicant’s Signature

Date