

GEO Local 1596 UAW Dues Deduction Form

NOTE: This form must be filled out and completed for each contract

The Graduate Employee Organization, Local 1596 UAW is the graduate employee union at the University of Massachusetts Lowell and the exclusive bargaining agent for graduate employees. All graduate employees are required to either become a member of the Union or pay an Agency Service Fee to GEO/Local 1596 UAW in order to maintain this type of employment (Teaching Assistant [TA] or Research Assistant [RA]). **Please complete all three sections of this form.**

Since 1996, GEO/UAW has represented full time graduate students working as TAs and RAs at the University of Massachusetts Lowell. If you have any questions, contact us through email (geo@uml.edu) or view our website at <http://www.uml.edu/geo>. The current collective bargaining agreement is always available at our website.

Graduate Employee Organization/Local 1596 represents TAs and RAs.

Your signature below authorizes the deduction of membership dues or agency service fee from your biweekly paycheck for this current appointment and all future graduate employee assistantship appointments. If you sign this form but do not check any of the following boxes, agency fee (as defined in Massachusetts General Law Chapter 150E-Section 12) rather than membership dues will be deducted from your paychecks.

Section One—Are you a first-time TA or RA?

CHECK ONE BOX:

This is my first position as a Teaching or Research Assistant at UMass Lowell. I acknowledge that I must pay a \$25 initiation fee that will be deducted from my paycheck.

YES

I have previously been employed as a Research or Teaching Assistant at UMass Lowell.

NO

Section Two—Do you want to be a Member of the Union?

CHECK ONE BOX:

I accept membership in GEO/Local 1596 by paying a 1.79% biweekly payroll dues deduction which allows me the right to vote in union elections and run for office.

YES

I choose not to join the Union but I hereby authorize the deduction of the required Agency Service Fee (1.41% of biweekly payroll) from my paychecks. I will not be able to vote in union elections or run for a union office.

NO

Dues deductions and the one-time initiation fee will commence with the first paycheck after the receipt by the UMass Lowell or Research Foundation Payroll Department of the dues deduction authorization form.

I hereby request and authorize the University of Massachusetts Lowell to deduct from my earnings dues or Agency Service Fee at an amount fixed by the Union. I understand that the specific amount of the dues and Agency Service Fee shall be certified to the University 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. These deductions may be terminated by my giving sixty (60) day written notice in advance or upon termination of my employment.

Name of Employee – Please Print

Student ID Number

Signature Required

E-mail Address

Date (mm/dd/yy)

Phone Number

CIRCLE ONE: Masters Student Doctoral Student

Section Three—FERPA waiver

Background

To have a properly functioning union, GEO needs to know which 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 unions access to their bargaining unit lists to facilitate effective communication with membership. Due to an old law (the Family Educational Rights and Privacy Act of 1974, or “FERPA”) that is being strictly enforced of late by the federal government, student records are private with the exception of certain basic “directory” information (name, department, major, etc.). The problem is that employment status is not considered directory information. As such, the University of Massachusetts Lowell 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 UML 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 that 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 ARGREE TO RELEASE
YOUR DIRECTORY INFORMATION AND NON-DIRECTORY INFORMATION AS
DEFINED ABOVE.**

Waiver:

I, _____, the undersigned graduate student
Print name clearly

at the University of Massachusetts Lowell, hereby authorize the University of Massachusetts Lowell 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 Lowell Chapter (GEO), where it will be kept confidentially. 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)

IMPORTANT:

Check this box if you are intentionally leaving this page **blank**.

Please return this form with the assistantship contract.