

AGENCY SHOP

SECTION 1 Upon receiving the written voluntary authorization and assignment of an employee covered by this Agreement the Employer agrees to deduct membership dues (and initiation fees where applicable), in such amounts as shall be fixed pursuant to the By-Laws and Constitution of the FMBA during the full term of this Agreement and any extension or renewal thereof. The Employer shall promptly remit each pay period any and all amounts so deducted with a list of such deductions to the Secretary-Treasurer of the FMBA.

SECTION 2 If, during the life of this Agreement, there shall be any change in the rate of membership dues, the FMBA shall furnish to the Employer written notice thirty (30) days prior to the effective date of such change.

SECTION 3 The FMBA will provide the necessary "check-off authorization" form to its new members and the FMBA will secure the signatures of its members on the forms and deliver the signed forms to the Employer. The Employer will notify the Secretary-Treasurer of the FMBA of the hiring of all employees, their addresses, birth date, classification, rate of pay and social security number; and of all removals of employees from the Employer's payroll.

SECTION 4 Any employee in the bargaining unit on the effective date of this Agreement who within thirty (30) days of initial employment within the unit, and any employee previously employed within the unit who does not join within ten (10) days of reentry into employment within the unit shall pay a representation fee to the Union by automatic payroll deduction. The representation fee shall be in an amount up to eighty-five (85%) percent of the regular FMBA membership dues, fees and assessments as certified to the Employer by the FMBA. The FMBA may revise its certification of the amount of the representation fee at any time to reflect changes in the FMBA membership dues, fees and assessments. The FMBA's entitlement to the representation fee shall continue beyond the termination date of this Agreement so long as the FMBA remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor agreement by the FMBA and the Employer.

SECTION 5 The FMBA hereby certifies that it has established a demand and return system which provides pro rata returns and which otherwise meets the requirements of N.J.S.A. 34:13a-5.5 et seq.

The local union dues are \$20.00 per pay period for members who have not reached top step salary. Members reaching top step salary shall pay \$25.00 per pay period. Members shall pay dues by automatic payroll deductions, set up through the Local Treasurer.

FMBA DUES DEDUCTION AUTHORIZATION FORM

To Whom It May Concern:

I hereby authorize the Firemen's Mutual Benevolent Association (FMBA) Local No. _____ to have monthly dues and/or service charges in the amount of \$ _____ deducted from my wages by my employer each and every month and pay same over to said FMBA Local. If there are any special assessments or increases in dues, Local No. _____ is authorized to notify my employer of such special assessment or increase which my employer shall thereafter deduct from my wages as directed by Local No. _____.

Signature: _____ Date _____

Print Name: _____

Title: _____

Social Security No. _____

Street Address _____

City, State and Zip _____