

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COMMONWEALTH OF MASSACHUSETTS  
AND THE  
NATIONAL ASSOCIATION OF GOVERNMENT EMPLOYEES  
UNIT 3**

**Regarding  
Changes to Agency Fee Language in Collective Bargaining Agreement**

The parties agree to replace the existing Article 4, Agency Fee in the July 1, 2017 through June 30, 2020 Collective Bargaining Agreement with the new Article 4, Agency Fee as described below:

**ARTICLE 4  
AGENCY FEE**

**Section 4.1**

Each employee who elects not to join or maintain membership in the Union may voluntarily pay a service fee to the Union in any amount that is proportionally commensurate with the cost of collective bargaining and contract administration, but not to exceed the amount of periodic dues paid by employees who are members of the Union.

Any agency service fee shall not include costs for the following activities:

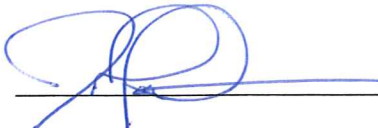
- 1) contributions to political candidates or political committees formed for a candidate or political party;
- 2) publicizing of an organizational preference for a candidate for political office;
- 3) efforts to enact, defeat, repeal or amend legislation unrelated to the wages, hours, standards of productivity and performance, and other terms and conditions of employment, and the welfare or the working environment of employees represented by the exclusive bargaining agent or its affiliates;
- 4) contributions to charitable, religious or ideological causes not germane to its duties as the exclusive bargaining agent;
- 5) benefits, which are not germane to the governance or duties as bargaining agent, of the exclusive bargaining agent or its affiliates and available only to the members of the employee organization.

**Section 4.2**



All members of the bargaining unit shall be entitled to representation and to all the rights and benefits provided under this agreement without regard to their membership, non-membership, or agency fee status within the Union or its affiliates.

**The Contract will be updated to reflect these changes as soon as administratively possible.**

For the Commonwealth:

  
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For NAGE Unit 3:

  
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