



PENNSYLVANIA STATE POLICE
DEPARTMENT HEADQUARTERS
1800 ELMERTON AVENUE
HARRISBURG, PA 17110

FR 2-2
9/3/87

SUBJECT: AGENCY SHOP

2.01 PURPOSE

This regulation provides a notification to members of the existence and requirements of an agency shop for members which has been implemented as the result of an arbitration award.

2.02 GENERAL INFORMATION

As a result of the Herring Award of September 15, 1983, as upheld by the Pennsylvania Supreme Court, an agency shop exists for members. The Herring Award provides that all members who do not become union members after January 1, 1984, shall, as a condition of employment, pay a service charge assessment as established by the union. Upon failure to pay the assessment, the Department is required by the award to discharge the member when advised by the union.

2.03 UNION MEMBERSHIP

Membership in a union is voluntary. The payment of the required assessment does not constitute union membership; it is a service charge for administration of the labor contract.

2.04 RESPONSIBILITY OF MEMBERS

Members shall pay all service charge assessments as established by the bargaining representative as referenced in paragraph 2.02.