



A Union of Professionals


Berklee Faculty Union, Local 4412  
American Federation of Teachers, AFT-MA, AFL-CIO

Dear New Faculty Member:

As President of the Faculty Union, I'm delighted to welcome you to the Berklee community. I'm also glad to welcome you to the Berklee Faculty Union, Local 4412 of the American Federation of Teachers.

Since 1986, the Berklee Faculty Union has been working for equitable conditions, competitive wages, reasonable workload, and opportunities for professional development. We strive to make Berklee a place where you're able to do your best work and achieve your professional goals.

As a faculty member, you're automatically represented by the Union, and in this way, you benefit from our past and ongoing efforts. To finalize enrollment – which is a mandatory term of employment – please complete and submit the enrollment form on the next page.

	FULL MEMBER	CORE MEMBER
Wages bargained by Union	✓	✓
Raises bargained by Union	✓	✓
Workload limits bargained by Union	✓	✓
Access to grievance procedures	✓	✓
Run for Union office	✓	
Vote in Union elections	✓	
Vote on faculty contract	✓	
Participate in Union committees	✓	
Comment on Union budgets	✓	
AD&D coverage	✓	
Liability coverage	✓	
Annual dues	<b>1.25%</b>	<b>1.00%</b>

There are two membership options:

FULL-MEMBER STATUS allows you to participate fully in our activities, and this membership level ensures access to all Union benefits and protections.

CORE STATUS is a non-member status typically chosen by individuals with religious or political objections to union activities. Participation and access to numerous benefits and protections is restricted.

Currently, more than 95% of Berklee faculty members are also full members of the Union. I hope you will join them, and I hope you will participate in our efforts to elevate and strengthen our community.

In closing, I encourage you to visit our website ([www.berkleefacultyunion.org](http://www.berkleefacultyunion.org)), if you haven't already. Familiarize yourself with the latest version of our Faculty Agreement, which is available on the website. And as always, don't hesitate to get in touch with me (or any Union representative) if there are questions or concerns.

In solidarity,

Will Silvio  
President, Berklee Faculty Union  
Professor, Harmony Department



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### Dues Withholding Authorization Form

I, the undersigned, hereby authorize and direct Berklee College of Music (the Employer) to deduct from the wages earned and to be earned by me as its employee such amounts as the Berklee Chapter (Local 4412) of the American Federation of Teachers, AFT-MA, AFL-CIO (the Union) shall duly establish as its uniform membership dues and to remit the amounts so deducted to the Union. Currently, membership dues for full members are 1.25% of wages earned. Dues for agency fee payer status are 1.00% of wages earned. This authorization is in compliance under conditions for employment as stated in the Contract Agreement between the Union and the Employer under Article 3.

I submit this authorization and assignment with the understanding that it will be revocable and terminate only upon the happening of one of the following events:

- A. The termination of my employment with the Employer;
- B. Written notice by myself to the Employer canceling this authorization;
- C. The expiration of the current collective bargaining agreement between the Employer and the Union.

Please select from the following:

- Full member status (Union member with full benefits, protections, and privileges)
- Agency fee payer status (non-member with limited benefits, protections, and privileges)

\_\_\_\_\_  
Full Name (printed)

\_\_\_\_\_  
Non-Berklee email address

\_\_\_\_\_  
Mailing Address (for ballot distribution)

\_\_\_\_\_  
Cell phone (or home phone)

\_\_\_\_\_  
City, State

\_\_\_\_\_  
Zip code

\_\_\_\_\_  
Signature

\_\_\_\_ / \_\_\_\_ / \_\_\_\_  
Date