

NCEU, UPSEU Representation

- **Regular Visitation**
to all worksites by NCEU, UPSEU Professional Staff Representatives
- **NCEU, UPSEU Professional Staff Present**
at each step of Grievance Process
- **Legal Representation**
and support at all levels including Negotiations
- **Prompt Return of all Phone Calls**
- **All Unit Officers and Shop Stewards Elected by Membership**
- **Prompt Processing**
of Grievances, Hearings, Safety Issues, Unfair Labor Charges, etc. and ongoing communications concerning grievances
- **Regular Unit Membership Meetings**
- **Initial and Ongoing Training of Unit Officers and Shop Stewards**

NCEU, UPSEU Dues
Ten Dollars per week
Agency Fee Nine Dollars
per week

NATIONAL CORRECTIONAL EMPLOYEES UNION, UNITED PUBLIC SERVICE EMPLOYEES UNION

Representation System



**COUNTY OF MONTGOMERY
Corrections and Sheriff Units**



Mike Nessinger, NCEU President
Supervisor of Union Staff (Corrections/Sheriff)

Regional Director

NCEU, UPSEU Staff Representatives

Elected Unit Executive Board

Unit President
Executive Vice President
Unit Vice Presidents - 1 Corrections/1 Sheriff Unit
Unit Secretary
Trustees (2)

Elected Shop Steward Network

NATIONAL CORRECTIONAL EMPLOYEES UNION, UNITED PUBLIC SERVICE EMPLOYEES UNION

Making a Difference in the Workplace for its Members

18520 Office Park Drive · Gaithersburg · MD 20886 · Mailing Address: PO Box 86169 · Montgomery Village · MD 20886

NCEU Headquarters: 101 State Street · Suite 203 · Springfield · MA 01103 · 413-788-6238 · Fax: 413-827-8867

UPSEU Headquarters: 3555 Veterans Highway · Suite H · Ronkonkoma · NY 11779 · 1-800-833-3688 · Fax: 631-738-7236

www.nceu.org www.upseu.org

NCEU, UPSEU Negotiation Procedure

1. Survey Forms forwarded to unit members 6 to 7 months prior to contract expiration
2. Meetings to discuss proposals that members want presented
3. Nomination and Election of Negotiating Team
4. Regular Update Meetings and Communications throughout process (**NO BLACKOUTS**)

NCEU, UPSEU Ratification Process

1. Memorandum of Agreement signed by Negotiating Team
2. Notification in writing of ratification procedure and details
3. Copy of Memorandum of Agreement (**NOT Fact Sheet**) forwarded to each member no less than 5 days prior to meeting to answer questions and to review agreement
4. Notification of date, time, and place of on-site voting with member observers present
5. Secret Ballot voting for contract