

# THE NCEU, UPSEU GUARANTEE

- **GUARANTEE** of same exact dues and agency fees you now pay for a minimum of 5 years
- **GUARANTEE** of no pass along dues increases after 5 years  
Dues can only increase with your approval
- **GUARANTEE** of 10 full time professional representatives assigned to the OPT and SLT units
- **GUARANTEE** of aggressive pursuit of grievances and prompt return calls
- **GUARANTEE** of regular visitation to every worksite by professional representatives not employed by the county
- **GUARANTEE** election of Unit Officers, (SLT/OPT/Law Enforcement) Shop Stewards and Negotiating Team Representatives
- **GUARANTEE** that your contract remains exactly as is pursuant to County Collective Bargaining Law 33-106(5) of Montgomery County Law (See our website at [www.upseu.org](http://www.upseu.org) for exact text of law)

As presidents of UPSEU and NCEU we hereby **GUARANTEE** the above.

Fraternally,

Kevin E. Boyle, Jr.  
UPSEU President

Mike Nessinger  
NCEU President

