



ARTICLE 6
DUES DEDUCTION

Section 1. Upon written request on a form provided by the Union and approved by the University Administration, the Union may authorize the University Administration to deduct regular dues once per month from the paycheck of Union members. The amount to be deducted will be certified by the Union's Treasurer.

An authorization shall remain valid until written notice of cancellation is provided by the Union or until the employee is no longer a bargaining unit member, whichever occurs first. The Union shall promptly forward to the University Administration notice of cancellations of a dues deduction authorization. Cancellation notices given by the member directly to the University Administration are invalid unless the member has ceased to be bargaining unit member.

Members of the Union who, for any reason, have a break in employment status with the university shall be considered members of the Union on their reinstatement to a bargaining unit position with the University, and shall have their dues deducted as members of the Union.

Section 2. The University Administration agrees to deduct fair share fees monthly from the paychecks of those employees who have not authorized dues deduction per Section 1. The amount to be deducted will be certified by the Union's Treasurer. Members of the bargaining unit who have paid fair share fees in lieu of dues shall have the right to request in writing a copy of the Union's policies and procedures regarding fair share fees, including information on possible rebates in accordance with law.

Section 3. The Union and the University Administration agree to safeguard the rights of non-association of employees, based on bona fide religious tenets or teachings of a church or religious body of which such employees are members. Religious objectors shall pay an amount of money equivalent to regular union dues to a nonreligious charity, or to another charitable organization mutually agreed upon by the employee and the Union, in accordance with the applicable procedures in ORS 243.666. Such employees shall furnish written proof to the Union and the University Administration that this has been done.

Section 4. The Union will send a notice to the University Administration establishing both the "Members" dues rate and the "Fair Share" fee rate. The Union will notify the University Administration at least 60 calendar days in advance of any changes to these rates.

Section 5. Upon written request from a bargaining unit faculty member on a form provided by the Union and approved by the University Administration, the bargaining

1 unit faculty member may have Political Action contributions deducted from their
2 paycheck.

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4 An authorization to deduct Political Action contributions shall remain valid until the
5 bargaining unit faculty member gives written notice to the University Administration
6 canceling the authorization or until the member separates from University employment.
7 The bargaining unit faculty member shall also provide a copy of any cancellation notice
8 to the Union. Members of the Union who, for any reason, have a break in employment
9 status with the university and who are reinstated to a bargaining unit position may renew
10 their authorization to have Political Action contributions deducted from their paychecks
11 by submitting the appropriate form.

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13 **Section 6.** The University Administration will send payment to the Union for the total
14 amount deducted with a list identifying the members for whom the deductions are made,
15 the type of deduction, and the amount deducted within 10 working days of the deduction
16 being made.

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18 **Section 7.** The Union assumes responsibility for and indemnifies the University
19 Administration for all claims against the University Administration, its officers, officials,
20 employees or agents, arising out of or related to this Article. The Union also will, at the
21 option of the Union, either assume the defense of any such claim or reimburse the
22 University Administration for its incurred defense costs at an hourly rate that is no more
23 than the hourly rate charged by the attorneys representing the Union.

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25 **Section 8.** The University Administration will not deduct any Union fines, penalties, or
26 special assessment from the pay of any bargaining unit faculty member.

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31 Mike Mauer, for the Union

Sharon Rudnick, for the University

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Date: