



UNITED ACADEMICS PROPOSAL

ARTICLE 6 DUES DEDUCTION

Section 1. Upon written request on a form provided by the Faculty Union and approved by the University Administration, the Faculty Union may authorize the University Administration to deduct regular dues once per month from the paycheck of Faculty 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 Faculty Union or until the employee is no longer a bargaining unit member, whichever occurs first. The Faculty 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 Faculty Union who, for any reason, have a break in employment status with the university shall be considered members of the Faculty Union on their reinstatement to a bargaining unit position with the University, and shall have their dues deducted as members of the Faculty Union.

Section 2. The University Administration agrees to deduct monthly 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 Faculty 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 Faculty fees, including information on possible rebates in accordance with law.

Section 3. The Faculty 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 Faculty Union, in accordance with the applicable procedures in ORS 243.666. Such employees shall furnish written proof to the Faculty Union and the University Administration that this has been done.

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

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2 **Section 5.** Upon written request from a bargaining unit faculty member on a form
3 provided by the Faculty Union and approved by the University Administration, the
4 bargaining unit faculty member may have Political Action contributions deducted from
5 their paycheck.

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

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

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

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