



## UNITED ACADEMICS PROPOSAL

### ARTICLE 6 DUES DEDUCTION

**Section 1.** Upon written request on a form provided by the Union, members of the Union may have regular monthly dues deducted from their paycheck.

Authorization to deduct dues shall remain valid until written notice is given by the member to cancel the authorization. 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 employment and shall have their dues deducted as members of the Union.

The Union shall promptly forward to the Administration notice of cancellations to dues deduction authorization. If cancellation notice is given by the member directly to the Administration, the Administration shall notify the Union promptly of the cancellation.

**Section 2.** The Administration agrees to deduct monthly Fair Share fees from the paychecks of those employees who have not authorized dues deduction per Section 1.

**Section 3.** The Union and the Administration agree that the right 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, shall be protected. Religious objectors shall pay an amount 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 Administration that this has been done.

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

**Section 5.** Upon written request on a form provided by the Union, faculty may have Political Action contributions deducted from their paycheck.

Authorization to deduct Political Action contributions shall remain valid until written notice is given by the member to cancel the authorization. Members of the Union who, for any reason, have a break in employment status with the university shall, upon their reinstatement to employment, have their Political Action contributions deducted as previously authorized.

1 The Union shall promptly forward to the Administration notice of cancellation of  
2 Political Action deduction authorization. If cancellation notice is given by the member  
3 directly to the Administration, the Administration shall notify the Union promptly of the  
4 cancellation.

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6 **Section 6.** The Administration will send payment to the Union for the total amount  
7 deducted with a list identifying the members for whom the deductions are made, the type  
8 of deduction, and the amount deducted within ten (10) working days of the deduction  
9 being made.