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## ARTICLE 6 DUES DEDUCTION

**Section 1.** Upon written request on a form provided by the Union and approved by the University, the Union may authorize the University 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 notice of cancellations of a dues deduction authorization. Cancellation notices given by the member directly to the University 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 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 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 that this has been done.

**Section 4.** The Union will send a notice to the University establishing both the "Members" dues rate and the "Fair Share" fee rate. The Union will notify the University 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, the bargaining unit faculty member may have Political Action contributions deducted from their paycheck.

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

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

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

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

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Mike Mauer, for the Union

29 Date: \_\_\_\_\_

\_\_\_\_\_  
Sharon Rudnick, for the University

Date: \_\_\_\_\_