



**ARTICLE 4**  
**DUES DEDUCTION/FAIR SHARE**

**Section 1.** Upon written request on a form to be provided by the Union, members of the Union may have regular monthly dues deducted from their paychecks. The form and any changes to it will be sent to the University for review. Final versions of the form will be determined by the Union. The Union will notify the University no later than the 15<sup>th</sup> of the month prior to the month in which any changes in regular monthly dues rate and or the fair share fee rate are to take effect.

**Section 2.** Changes in the membership list shall be provided to the University by the Union at the earliest possible time after the GTF indicates that a change in membership status is desired. Notification of a change in status received directly by the University from a GTF is void. The Union shall forward promptly notice of such changes to the University and shall hold harmless the University from any liability for the Union's failure to so notify. If cancellation notice is given by the member directly to the University, the University shall notify the Union promptly that such cancellation has been made.

**Section 3.** The University will, in the month following the deduction, send payment to the Union for the total amount so deducted accompanied by a listing identifying the members for whom the deductions are being paid.

**Section 4.** The University agrees to deduct monthly Fair Share fees from the paychecks of those employees who have not authorized dues deductions per Section 1. The amounts to be deducted shall be certified to the University by the Treasurer of the Union, provided that the Fair Share fees shall not exceed regular Union monthly dues.

**Section 5.** The GTFF shall maintain guidelines for Fair Share payers. These guidelines shall include information on Fair Share rebates to which Fair Share payers may be entitled. The University shall be provided with a copy of the guidelines and shall be notified immediately of any changes in the guidelines. GTFs shall be provided a copy of the guidelines immediately upon request.

**Section 6.** GTFs who are Union members and who, for any reason, temporarily discontinue their status as a GTF with the University shall, upon their return to University employment as a GTF, be reinstated as members of the GTF Union following notice provided by the Union to the University.

The University, upon written authorization from the GTF, will deduct voluntary contributions to the Union's COPE fund from the GTF's monthly paychecks. The amount to be deducted shall be that amount designated by the GTF in a voluntary written authorization. This amount is to be a continuing monthly deduction until such time as the GTF requests cancellation of the COPE deduction in writing. A GTF whose status as an employee is temporarily discontinued (excluding summer term), shall, upon return to University employment, complete a new COPE authorization form. The sum of all monies so deducted shall be remitted to the Union in the month following the deduction, together with a list of employees from whom the voluntary contributions were deducted and the amount deducted from each.

**Section 7.** The Union and the University agree that the rights of non-association of any employee based on bona fide religious objections shall be protected in accordance with applicable state law.

**Section 8.** The University shall remit in the month following the deduction the aggregate deduction of Fair Share fees in-lieu-of-dues amounts, together with a listing identifying the employees for whom the deductions are made.

**Section 9.** The Union agrees to accept listings referenced in this Article in a format which is readily available to University Administration. Should the University encounter additional costs attributable to a change in structural reprogramming, that expense shall be borne equally by the University and the Union. Such changes may only be requested once during the contract period.

**Section 10.** The Union shall indemnify and hold the University harmless from all actions taken by the University in compliance with this Article.