

1 ARTICLE 4

2 DUES DEDUCTION

3
4 **Section 1.** Upon written request on a form to be provided by the Union, members of the
5 Union may have regular monthly dues deducted from their paychecks. The form and any
6 changes to it will be sent to the University for review. Final versions of the form will be
7 determined by the Union. The Union will notify the University no later than the 15th of the
8 month prior to the month in which any changes in regular monthly dues rate are to take
9 effect.

10
11 **Section 2.** Changes in the membership list shall be provided to the University by the Union
12 at the earliest possible time after the GE indicates that a change in membership status is
13 desired. Notification of a change in status received directly by the University from a GE is
14 void. The Union shall forward promptly notice of such changes to the University and shall
15 hold harmless the University from any liability for the Union's failure to so notify. If
16 cancellation notice is given by the member directly to the University, the University shall
17 notify the Union promptly that such cancellation has been made.

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

21
22 **Section 4.** GEs who are Union members and who, for any reason, temporarily discontinue
23 their status as a GE with the University shall, upon their return to University employment as
24 a GE, be reinstated as members of the GE Union following notice provided by the Union to
25 the University.

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

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39 **Section 5.** The Union agrees to accept listings referenced in this Article in a format which is
40 readily available to University Administration. Should the University encounter additional
41 costs attributable to a change in structural reprogramming, that expense shall be borne equally
42 by the University and the Union. Such changes may only be requested once during the
43 contract period.

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45 **Section 6.** The Union shall indemnify and hold the University harmless from all actions
46 taken by the University in compliance with this Article.

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48 **Section 7.** The Union shall maintain documentation of Union membership for each employee
49 who has authorized the University to deduct dues to be remitted to the Union. The
50 documentation must include a signed membership or dues authorization card or other clear
51 and compelling evidence that the employee has affirmatively agreed to have dues deducted by
52 the University. By the date on which this agreement is signed, the Union shall provide digital
53 copies of all existing signed membership or dues authorization cards to the University. Each
54 academic term the Union shall provide to the University digital copies of all new membership
55 cards received for that term. The Union shall notify the University immediately when a
56 member withdraws from Union membership or revokes authorization for dues deduction.

57

58 **ARTICLE 4**

59 **DUES DEDUCTION/FAIR SHARE**

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

66

67 ~~**Section 2.** Changes in the membership list shall be provided to the University by the Union at the
68 earliest possible time after the GE indicates that a change in membership status is desired.~~

69 ~~Notification of a change in status received directly by the University from a GE is void. The Union shall
70 forward promptly notice of such changes to the University and shall hold harmless the University from
71 any liability for the Union's failure to so notify. If cancellation notice is given by the member directly to
72 the University, the University shall notify the Union promptly that such cancellation has been made.~~

73

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

77

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

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

87

88 ~~Section 6.~~ GEs who are Union members and who, for any reason, temporarily discontinue their status as
89 a GE with the University shall, upon their return to University employment as a GE, be reinstated as
90 members of the GE Union following notice provided by the Union to the University.

91

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

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

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

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

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

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