

For the Union: *David Estefy*
Date: May 1, 2020

For the University: *Maure Gardner*
Date: May 1, 2020 *ARO*

Proposal __: DUES DEDUCTION

A. Union Security

The initial deduction of dues shall occur by the first of the month following sixty (60) days of the union's notice of ratification to the University.

B. Union Dues Deductions

1. CIR/SEIU will provide the University with certification that dues deductions have been authorized by Residents. Upon agreement of the administrative process to notify the University of authorization, the University agrees to deduct the amounts certified from the Resident's paycheck for payment to CIR/SEIU at the rate set by CIR/SEIU. The amount shall be a percentage of wages set by the Union consistent with its dues structure.
2. Certification of new individual authorizations for union membership dues deduction must be provided to the University. The appropriate deduction will commence as soon thereafter as possible, but in no case later than first of the month following sixty (60) calendar days after the certification of authorization for such deduction is provided to the University.
3. The authorization for dues deduction shall remain in full force and effect during the full term of an individual Resident's residency, unless properly withdrawn. The Union is responsible for notifying the University of the withdrawal. Residents that withdraw from the Union on or before July 31 will cease to have dues deducted on the following September 1 paycheck.
4. The Union will deliver an electronic file in Excel (*.xls) format to the UCPATH Office no later than the 15th of the month for the change to occur on the first of the following month.

C. Lists Related to Union Security

1. The University agrees to electronically transfer funds to CIR-SEIU for all Union dues. The Union shall be responsible for any reasonable initial and ongoing programming and monthly processing costs associated with the implementation and maintenance of the dues deductions. In the event the Union fails to pay the University in accordance with

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the foregoing, the University may withhold the appropriate amount from the monthly dues paid to the Union provided for in this paragraph.

2. On a monthly basis, the University will provide a list of Residents by name, salary, title code, and amount of dues deducted. The Union shall be responsible for any reasonable initial and ongoing programming and processing costs associated with providing this list.
3. The University shall not be responsible for those portions of payroll deductions where the Resident's earnings are insufficient to cover the dues deductions in any pay period.

D. Union Changes in Deduction Amounts

Any changes in the rate to be deducted for Resident dues shall be certified to the University by the Union, in writing, at least forty-five (45) calendar days prior to the effective date of the dues amount change and mailed to the University's designated office. The Union may change the dues amounts once per calendar year.

E. Indemnification

The Union agrees to indemnify the University for any claims made by Residents for deductions made in reliance upon the Union's certification to the University. The Union further agrees to refund to the University any overpayment or money made to the Union pursuant to this Article through error or oversight on the part of the University.