

1 **ARTICLE 4. DUES DEDUCTION**

2 GTFF Proposed Language | ~~GTFF deletion~~ | UO Proposed Language | ~~UO deletion~~ |  
3 Agreed Upon Language | Status Quo  
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5 **Section 1.** Upon written request on a form to be provided by the Union, members of the Union  
6 may have regular monthly dues deducted from their paychecks. The form and any changes to it  
7 will be sent to the University for review. Final versions of the form will be determined by the  
8 Union. The Union will notify the University no later than the 15th of the month prior to the month  
9 in which any changes in regular monthly dues rate are to take effect. Prior to a vote on  
10 proposed changes to Union dues, the Union shall consult with the University to determine if the  
11 proposed changes are either impossible to implement or if implementation would pose an  
12 excessive burden on University systems. Within ten days of the consult, the University may  
13 propose alternative options that meet the Union’s needs and the Union will consider these  
14 alternative options prior to the vote. The Union may grieve if the University 1) fails to propose  
15 alternatives or 2) fails to implement the dues change. The University may grieve if the Union  
16 votes for and presents a dues change that is impossible to implement or poses an excessive  
17 burden.  
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19 **Section 2.** Changes in the membership list shall be provided to the University by the Union at  
20 the earliest possible time after the GE indicates that a change in membership status is desired.  
21 Notification of a change in status received directly by the University from a GE is void. The  
22 Union shall forward promptly notice of such changes to the University and shall hold harmless  
23 the University from any liability for the Union’s failure to so notify. If cancellation notice is given  
24 by the member directly to the University, the University shall notify the Union promptly that such  
25 ~~cancellation~~ a request has been made.  
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27 **Section 3.** The University will, in the month following the deduction, send payment to the Union  
28 for the total amount so deducted accompanied by a listing identifying the members for whom the  
29 deductions are being paid. Dues deductions paid late to the Union shall include interest  
30 charged at the same rate as GEs are charged by Business Affairs. This interest shall not  
31 be deducted from members’ paychecks.  
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33 **Section 4.** GEs who are Union members and who, for any reason, temporarily discontinue their  
34 status as a GE with the University shall, upon their return to University employment as a GE, be  
35 reinstated as members of the ~~GE-Union following notice provided by the Union to the~~  
36 University.  
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38 The University, upon written authorization from the GE, will deduct voluntary contributions to the  
39 Union’s COPE fund from the GE’s monthly paychecks. The amount to be deducted shall be that  
40 amount designated by the GE in a voluntary written authorization. This amount is to be a  
41 continuing monthly deduction until such time as the GE requests cancellation of the COPE

42 deduction in writing. A GE whose status as an employee is temporarily discontinued (excluding  
43 summer term), shall, upon return to University employment, complete a new COPE  
44 authorization form. The sum of all monies so deducted shall be remitted to the Union in the  
45 month following the deduction, together with a list of employees from whom the voluntary  
46 contributions were deducted and the amount deducted from each.

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48 **Section 5.** The Union and the University agree that the rights of non-association of any  
49 employee based on bona fide religious objections shall be protected in accordance with  
50 applicable state law.

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52 **Section 6.** The Union agrees to accept listings referenced in this Article in a format which is  
53 readily available to University Administration. Should the University encounter additional costs  
54 attributable to a change in structural reprogramming at the Union's request, that expense shall  
55 be borne equally by the University and the Union. Such changes may only be requested once  
56 during the contract period.

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58 **Section 7.** The Union shall indemnify and hold the University harmless from all actions taken by  
59 the University in compliance with this Article.

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61 **Section 8.** The Union shall maintain documentation of Union membership for each employee  
62 who has authorized the University to deduct dues to be remitted to the Union. The  
63 documentation must include a signed membership or dues authorization card or other clear and  
64 compelling evidence that the employee has affirmatively agreed to have dues deducted by the  
65 University. The Union shall provide digital copies of all existing signed membership or dues  
66 authorization cards to the University. Each academic term the Union shall provide to the  
67 University digital copies of all new membership cards received for that term. The Union shall  
68 notify the University immediately when a member withdraws from Union membership or revokes  
69 authorization for dues deduction.