

## ARTICLE # UNION SECURITY

**Section 1.** As a condition of employment, GSWs who are covered under this Agreement shall, within thirty (30) days of employment, or within thirty (30) days of the effective date of this Agreement, either;

- A. Sign a Union membership card and pay initiation fees and dues as determined by the Union, or
- B. If the GSW chooses not to be a member of the Union, the GSW, in satisfaction of this requirement, shall pay to the Union an agency fee equivalent to dues. The amount of the agency fee shall be as determined by the Union but shall be no more than the dues charged for Union membership.

~~The Union will provide the University with the formula for calculating the dues and agency fees.~~

**Section 2.** Upon ratification of this Agreement, the University and the Union shall jointly notify all GSWs of the obligation to either join the Union or pay an agency fee. The notice shall include an application for a Union membership card and a dues deduction authorization card set forth in Appendix # to this Agreement. The notice shall be provided to all GSWs both electronically and in hard copy.

**Section 3.** The University shall notify each GSW at the time of hire of the obligation to pay dues or fair share agency fees as provided for in Section 2 of this Article. The University shall notify the Union of each new hire within a week of the hire.

**Section 4.** ~~Upon notification from the Union that a GSW has provided authorization, the University shall deduct Union membership dues and fees or fair share agency fees from each paycheck. The university shall remit the dues and fees to the Union as defined in Section 6, together with an electronic list of names of the GSWs from whom deductions were made. The electronic list shall contain the employee's name, Northeastern University Identification Number, email address, department, amount of dues/fees deducted, and gross wages.~~

Bargaining unit members may have deductions for dues or fees made from their compensation by submitting an authorization in the form set forth in Appendix # to this Agreement that is voluntarily executed by the unit member and submitted to the University. The Union may obtain this authorization electronically, provided the parties agree to the format and process for such electronic authorizations and determine that the authorizations are in compliance with applicable law. Copies of authorizations obtained by the Union must be provided to the University in advance of any deductions. The University will deduct membership dues or agency fees as certified in writing by the President or Executive Director Financial Secretary of the Union and remit such dues or agency fees to the Union. Payroll deduction of dues or agency fees can be changed by following the process established by the Union. a student's individual written notice to the Union via certified mail. The cancellation notice is to be addressed to: [INSERT ADDRESS]. The Union will then notify the University of any changed memberships and provide

the student's original notices of Union membership change to the University within ten (10) days of receipt.

**Section 5.** Deductions shall commence upon notification of the GSWs authorization and shall continue unless affirmatively revoked.

**Section 6.** The University shall electronically transmit to the Union, on the first working day after each payday, all dues and agency fees deducted for that pay period in accordance with Section 4.

**Section 7.** The Union agrees that it will indemnify and hold the University harmless from any claims, actions, or proceedings by any person or entity arising from any deductions under the direction of the Union made under this Article.

**Section 8.** Failure by a GSW to pay the required dues or fees provided above shall constitute cause for termination of the GSW's employment. Prior to the time the Union notifies the University in writing that the employment of an GSW should be terminated for failure to comply with this Article, the Employer will provide the GSW thirty (30) days written notice of non-compliance.

**Section 9.** The University agrees to furnish Graduate Student Workers (GSWs) with an "Authorization and Checkoff of Contributions to UAW V-CAP" digital form as part of the standard process for enrolling a GSW into the University's payroll system. This will be in accordance with Article XX: Voluntary Community Action Program (VCAP).

**Section 10.** The Union shall notify the University in writing at least thirty (30) days prior to the intended implementation date of any change in the amount of union dues or agency fees. The Union will provide the University with the formula for calculating the dues and agency fees.

**Section 11.** The Union will report to the University missing or incorrect deductions for dues or agency fees as they become known. In the event that there is a payroll deduction for a unit member in a manner inconsistent with the member's signed authorization form or the terms of this Agreement, the University will correct the error as soon as practicable after being informed of the error in writing either by the bargaining unit member or the Union.