

## Union Security and Check off (and Agency Fees)

Roosevelt University	Elgin Community College	NEIU	City Colleges	Columbia College
<p><b>ARTICLE 3</b> <b>H. Fair Share/Agency Shop</b></p> <p>1. It is recognized that the Union's duties as the sole and exclusive bargaining agent entail expenses for collective bargaining and contract administration which appropriately are shared by all adjunct faculty members who are beneficiaries of this Agreement. Accordingly, as a condition of employment, on or before the third pay date following the beginning of each term beginning with the first term of the 2008-2009 academic year, each adjunct faculty member teaching during such term shall join the Union, and pay the dues uniformly required, or not join the Union and pay an agency fee to the Union equivalent to the adjunct faculty member's share of the cost of services rendered by the Union for collective bargaining and contract administration in its role as sole and exclusive bargaining agent as annually certified in writing by the Union to the University. An employee who fails to choose either to join or not join the Union by the third pay date shall be presumed to be an agency fee payer.</p>	<p><b>2.7 Dues Checkoff.</b></p> <p>The Board will deduct from the pay of each member of the bargaining unit from whom it receives written authorization the designated amount of monthly union dues. The dues and a list of faculty from whose pay the dues have been deducted, along with the amount deducted from each, shall be forwarded to the Association treasurer no later than seven (7) working days after such deductions were made.</p> <p>The amount deducted for any individual faculty member shall be verified by the Association and not changed for at least one (1) year. A deduction will be made no later than the paycheck issued two (2) weeks after receiving a written request for it and will end effective with the paycheck two (2) weeks after a written notice of revocation is received</p>	<p><b>Article 12 DUES CHECKOFF AND FAIR SHARE</b></p> <p>12.01 the Board agrees that the University will deduct Union membership dues, in an amount established by the Union and certified in writing by the Union's treasurer to the University President, from the salary of each Employee who gives the University written authorization to make such deduction. Deductions will be made in each pay period beginning with the first full pay period commencing at least seven (7) calendar Days following receipt by the University of the dues deduction authorization.</p> <p>12.03 Any authorization to withhold Union dues from the salary of an Employee shall terminate and such withholding shall cease upon the happening of any of the following events:</p> <p>A. termination of the Employee's employment;</p> <p>B. written notice by the Employee to the University of cancellation of the authorization;</p> <p>C. expiration of the time during which such withholding was authorized; or</p> <p>D. when the total amount authorized to be withheld has been so withheld.</p>	<p><b>Article V</b> <b>I. Membership and Fair Share.</b></p> <p>Each bargaining unit member, as a condition of his/her employment, on or before thirty (30) days from the date of commencement of duties or the effective date of this Agreement, whichever is later, shall join the Union or pay a fair share fee to the Union equivalent to the amount of dues uniformly required of members of the Union, including local, state and national dues. These dues or fair share fees shall be pro-rated and deducted from each part-time faculty member's bi-weekly paycheck.</p> <p>1. Notice of Membership Dues and Fair Share Fee Amounts. The Union shall advise the Board of the Union's membership dues and fair share fees on an annual basis. Said notices shall be transmitted to the Board's Vice Chancellor for Human Resources and copied to the Board's General Counsel.</p> <p>2. Deduction of Membership Dues and Fair Share Fees from Bargaining Unit Membership Pay. The Board shall deduct:</p> <p>a. Membership dues upon the receipt of a signed membership enrollment form, which deduction shall be made in the pay period immediately following receipt of the enrollment form; or,</p> <p>b. Fair Share fees, commencing with the pay period immediately following the expiration of thirty (30) days from the commencement of duties by the bargaining unit member or</p>	<p><b>Article III</b> <b>2. Dues Checkoff</b></p> <p>A. With respect to any employee on whose behalf the College receives written authorization in a form agreed upon by the Association and the College, the College shall deduct from the wages of the employee dues or agency fees uniformly required as set forth in the Association Security clause above, and shall forward such amounts to the Association by the fifteenth (15th) day of the month following the month in which the deductions are made.</p> <p>B. The College shall provide the Association, at the time when the dues and agency fee amounts are provided to the Association, with a full accounting of all monies deducted from Bargaining Unit employees....</p> <p>C. Upon written notification to the College by the Association of any errors or adjustments that should be made regarding dues checkoff, the College is responsible for correcting the errors....</p>

Roosevelt University	Elgin Community College	NEIU	City Colleges	Columbia College
<p><b>I. Dues Checkoff</b></p> <p>1. With respect to any adjunct faculty member on whose behalf the University receives written authorization from such adjunct faculty member in a form agreed upon by the Union and the University and submitted to the University by the Union's treasurer, the University shall deduct from the wages of the employee dues or agency fees uniformly required as set forth in Section H of this Article, [once per term], and shall forward such amounts to the Union by the 15th day of the month following the month in which the deductions are made. The Union Treasurer will submit a list of all dues deductions to be made by a mutually agreed date each term.</p>		<p>12.05 The Union shall give written notice to the University President of any changes in its dues at least thirty (30) calendar days prior to the effective date of any such change.</p>	<p>the effective date of this Agreement, whichever is later.</p> <p>4. Turn over of Deducted Membership Dues and Fair Share Fees to the Union. Membership dues and fair share fees deducted from bargaining unit members pay shall be paid over to the Union no later than ten (10) days following their deduction.</p>	

## Union Security and Check off (and Agency Fees) (Cont'd)

American University	Georgetown University	George Washington University	Tufts University									
<p><b>Article 9.6</b> <b>(C)</b> - Commencing upon the effective date of this Agreement, and unless exempted by Section 9.6(D) of this Agreement, any employee hired by Management for the first time as an employee covered by this Agreement on or after June 1, 2013 (and who does not elect to have dues deducted pursuant to Section 9.6(A) of this Agreement) shall, as a condition of continued employment, within thirty-one (31) days after his or her initial appointment, be required to pay an agency fee (a service charge as a contribution toward the cost of administration of this Agreement and representation by the Union). The amount of such agency fee shall be determined by the Union, in accordance with applicable law, as a percentage of full dues uniformly required to be paid as dues and initiation fees by those who choose to become members of the Union under Section 9.6(A) of this Agreement. An employee's failure to meet the requirements of this Section 9.6(C) will prevent the employee from receiving future assignments until the failure is rectified and confirmed by the Union.</p>	<p><b>Article 3</b> <b>(A)</b> - Any adjunct faculty member who is covered by this Agreement (and who does not voluntarily become and remain a member in good standing of the Union) shall be required to pay an agency fee to the Union beginning no later than 31 days after the date of their initial appointment as an adjunct faculty member covered by this Agreement. The amount of such agency fee shall be determined by the Union in accordance applicable with the law, as a percentage of full dues uniformly required to be paid as dues and initiation fees by those who choose to become members of the Union.</p> <p><i>Note: We are unable to locate the SEIU Local 500 Georgetown University Election Membership Status and Payroll Deduction Authorization for Dues and Fees form at this time.</i></p>	<p><b>Article III</b> - All Faculty members who do not voluntarily acquire and maintain membership in the Union, shall be required as a condition of continued employment to pay to the Union each month, an agency fee. The amount of such agency fee shall be a percentage of full dues uniformly required to be paid as dues and initiation fees by those who choose to become members of the Union.</p> <p><b>As stated on the SEIU Local 500 GWU Election Membership Status and Payroll Deduction Authorization for Dues and Fees form:</b></p> <table border="1" data-bbox="1338 833 1884 1000"> <thead> <tr> <th>Current Dues and Fees Rates</th> <th>Member Monthly</th> <th>Agency fee monthly*</th> </tr> </thead> <tbody> <tr> <td>\$5,000 and up</td> <td>\$37.00</td> <td>\$30.82</td> </tr> <tr> <td>Below \$5,000</td> <td>\$27.00</td> <td>\$22.49</td> </tr> </tbody> </table> <p>*The amount of the agency fee is determined by the Union in accordance with applicable law. The agency fee is the full dues rate, less the percentage of full dues that is not attributable to bargaining, administering, and enforcing the contract. Currently, that service charge, known as the agency fee, is 82% of the dues rate.</p>	Current Dues and Fees Rates	Member Monthly	Agency fee monthly*	\$5,000 and up	\$37.00	\$30.82	Below \$5,000	\$27.00	\$22.49	<p><b>Article 4</b> <b>Section 1</b> - It shall be a condition of employment that all Faculty members covered by this Agreement who are members of the Union in good standing as of its effective or execution date, whichever is later, shall remain members in good standing, and those who are not members in good standing as of the effective or execution date of this Agreement, whichever is later, shall...become and remain members in good standing of the Union, or in lieu of union membership to pay an agency fee. The amount of such agency fee shall be determined by the Union, in accordance with applicable law.</p> <p><b>Section 2</b> - It shall also be a condition of employment that all faculty members covered by this Agreement who are hired on or after its effective or execution date, whichever is later, shall...either become and remain members in good standing of the Union, or pay an agency fee as determined by the Union.</p> <p><b>Section 3</b> - The Union may request that a Faculty member who fails to join the Union, maintain Union membership or pay a representation fee shall be dismissed. If the Union makes such a request, the Employer shall comply. Prior to any dismissal, the Faculty member shall be offered an opportunity to pay the required dues or fees.</p> <p><b>Section 4</b> - The University further agrees to deduct voluntary contributions made by employees to the SEIU Local 509 Committee on Political Education (COPE) and to remit said contributions to the Union at the same time union dues and agency fees are remitted. Said contributions are strictly voluntary and can be in any amount as determined by the employee.</p>
Current Dues and Fees Rates	Member Monthly	Agency fee monthly*										
\$5,000 and up	\$37.00	\$30.82										
Below \$5,000	\$27.00	\$22.49										

			<p><i>Note: We are unable to locate the SEIU Local 509 Tufts University Election Membership Status and Payroll Deduction Authorization for Dues and Fees form at this time.</i></p>
--	--	--	---