

1 UNIVERSITY OF OREGON PROPOSAL (2/15/2024)

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3 Document Key

4 UA new | ~~UA deletion~~ | UO new | ~~UO deletion~~ | Accepted | Deleted | Status Quo | Restored

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6 ARTICLE 10. DUES DEDUCTION

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8 **Section 1.** Upon written request on a form provided by the Union and approved by the
9 University, the Union may authorize the University to deduct regular dues once per
10 month from the paycheck of Union members. The amount to be deducted will be certified by the
11 Union's Treasurer.

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13 An authorization to deduct dues shall remain valid until written notice of cancellation is provided
14 to the University by the Union ~~or until the employee is no longer a bargaining unit member,~~
15 ~~whichever occurs first.~~ The Union shall promptly forward to the University notice of
16 cancellations of a dues deduction authorization. Cancellation notices given by the member
17 directly to the University are invalid unless the member has ceased to be a bargaining unit
18 member.

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20 Members of the Union who, for any reason, have a break in employment status with the
21 University shall be considered members of the Union on their reinstatement to a bargaining unit
22 position with the University, and shall have their dues deducted as members of the Union.

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24 **Section 2.** Upon written request from a bargaining unit faculty member on a form provided by
25 the Union and approved by the University, the bargaining unit faculty member may have
26 Political Action contributions deducted from their paycheck.

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28 An authorization to deduct Political Action contributions shall remain valid until the bargaining
29 unit faculty member gives written notice to the University canceling the authorization or until the
30 member separates from university employment. The bargaining unit faculty member shall also
31 provide a copy of any cancellation notice to the Union. Members of the Union who, for any
32 reason, have a break in employment status with the university and who are reinstated to a
33 bargaining unit position may renew their authorization to have Political Action contributions
34 deducted from their paychecks by submitting the appropriate form.

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36 **Section 3.** The University will send payment to the Union for the total amount deducted with a
37 list identifying the members for whom the deductions are made, the type of deduction, and the
38 amount deducted within 10 working days of the deduction being made.

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40 **Section 4.** The Union assumes responsibility for and indemnifies the University for all claims
41 against the University, its officers, officials, employees or agents, arising out of or related to this
42 Article. The Union also will, at the option of the Union, either assume the defense of any such
43 claim or reimburse the University for its incurred defense costs at an hourly rate that is no more
44 than the hourly rate charged by the attorneys representing the Union.

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46 **Section 5.** The University will not deduct any Union fines, penalties, or special assessment from
47 the pay of any bargaining unit faculty member.