

ARTICLE 8
UNION DUES DEDUCTIONS

- 8.1** Employees who are covered under this Agreement may choose to execute a Union membership and payroll deduction form.
- 8.2** Upon written notification to WSU Payroll Services from the Union of an ASE's written authorization, the University shall deduct Union dues and any initiation fees from each paycheck. The University will begin dues deductions as soon as reasonably practical, but no later than the second payroll after receipt of written notification. The Union shall transmit the name and Employee ID number of employees with new or changed deduction authorizations to the Employer. The Employer will implement changed dues authorizations as soon as reasonably practical, but no later than the second payroll following its receipt of notice from the Union.
- 8.3** The Union will provide the University thirty (30) days advance notice of a change in the amounts for membership dues and any initiation fees.
- 8.4** If an ASE contacts the University to request that payroll deduction be ended, the University will promptly refer the ASE to the Union to process the request. An ASE may revoke their authorization for payroll deduction of payments to the Union by written notice to the Union in accordance with the terms and conditions of their authorization. The University will end dues deduction no later than the second payroll after receiving notice from the Union that an ASE has revoked authorization. The University may request a copy of an employee's signed card at any time.
- 8.5** The University will remit a payment for all deductions to the Union electronically at the end of each pay period. Accompanying the remittance will be a listing of the names, unique employee identification numbers, VCAP deducted, total wages from which Union dues/fees are calculated for the time period and the amount remitted for all employees from whom deductions were made.
- 8.6** The Union agrees to indemnify, defend and hold the University harmless from any and all claims, actions, or liabilities that arise out of or by reason of actions taken by the University pursuant to this Article, including reimbursement for reasonable legal fees or expenses incurred in connection with any such claim, action or liability.