

ARTICLE 2: UNION DUES DEDUCTIONS

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3 A. Pursuant to the provisions of Section 447.303, Florida Statutes, the parties hereby agree to
4 the deduction and remittance of UFF-SCF membership dues, uniform assessments, and UFF-
5 PAC contributions from employee pay as provided below.

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7 B. The College agrees to deduct Union membership dues, and uniform assessments if any, in an
8 amount established by the Union, from the regular pay of those employees in the bargaining unit
9 who individually and voluntarily make such request on a written form mutually agreed upon and
10 included in the Appendix of this Agreement.

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12 C. The College shall deduct from each pay period and without unauthorized interruption, a
13 post-tax deduction for UFF-PAC contributions in the amount specified by the member from the
14 pay of those members in the bargaining unit who individually and voluntarily make such
15 requests on a written UFF-PAC authorization form, mutually agreed upon and included in the
16 Appendix to this Agreement.

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18 D. Procedure.

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20 1. Commencement of Deduction. Deductions will be made beginning with the first pay
21 date commencing at least fourteen (14) calendar days following receipt by the
22 College Human Resources Office of a valid Dues Deduction Form.
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24 2. Notice of Changes. UFF-SCF shall give written notice to the College of any changes
25 in its dues or uniform assessments at least thirty (30) calendar days prior to the
26 effective date of any such change.
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28 3. Remittance. The dues, uniform assessments, and UFF-PAC deductions, if any, shall
29 be remitted by the College to the United Faculty of Florida within five (5) calendar
30 days following the pay date. The College will remit to United Faculty of Florida a list
31 of the employees from whose salaries such deductions were made and the amounts
32 deducted for each pay date. The College shall submit a copy of the list to the UFF-
33 SCF leadership as may be mutually agreed upon.
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35 4. Termination of Deduction. The College's responsibility for deducting dues and
36 uniform assessments, if any, from an employee's salary shall terminate thirty (30)
37 calendar days following receipt by the College Human Resources Office of a written
38 notification from the employee revoking that employee's authorization of deductions.
39 Employees who have a valid Dues Deduction Form filed with the College and whose
40 deductions are discontinued because of a leave without pay shall have their
41 deductions resumed automatically upon return to pay status within the bargaining
42 unit, provided the absence from the unit is less than 180 calendar days.
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- 44 E. Indemnification: UFF-SCF assumes responsibility for: (1) all claims against the College,
45 including the cost of defending such actions, arising from their compliance with this Agreement,
46 and (2) all monies deducted under this Agreement and remitted to UFF.
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- 48 F. Exceptions: The College will not deduct any UFF-SCF fines, penalties, or special
49 assessments from the pay of any employee.