

## 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 date  
21 commencing at least fourteen (14) calendar days following receipt by the College Human  
22 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 in  
25 its dues or uniform assessments at least thirty (30) calendar days prior to the effective  
26 date of any such change.

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28 3. Remittance. The dues, uniform assessments, and UFF-PAC deductions, if any, shall be  
29 remitted by the College to the United Faculty of Florida within ~~five (5)~~ thirty (30)  
30 calendar days following the pay date. The College will remit to United Faculty of Florida  
31 a list 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-SCF  
33 leadership as may be mutually agreed upon.

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35 4. Termination of Deduction. The College's responsibility for deducting dues and uniform  
36 assessments, if any, from an employee's salary shall terminate thirty (30) calendar days  
37 following receipt by the College Human Resources Office of a written notification from  
38 the employee revoking that employee's authorization of deductions. Employees who  
39 have a valid Dues Deduction Form filed with the College and whose deductions are  
40 discontinued because of a leave without pay shall have their deductions resumed  
41 automatically upon return to pay status within the bargaining unit, provided the absence  
42 from the unit is less than 180 calendar days.

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. UFF shall promptly  
47 refund to the Board excess monies received under this Article.

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49 F. Exceptions: The College will not deduct any UFF-SCF fines, penalties, or special  
50 assessments from the pay of any employee.

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52 G. Termination of Agreement. The Board’s responsibilities under this Article shall terminate  
53 automatically upon (1) decertification of the UFF or suspension or revocation of its certification  
54 by the Florida Public Employees Relations Commission (“PERC”), or (2) revocation of the  
55 UFF’s deduction privilege by the PERC. In the event of a temporary suspension or revocation,  
56 dues deductions shall commence again upon reinstatement of UFF’s certification and dues  
57 deduction privilege.  
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