

SEIU Local 1021

Opening Proposal

May 16, 2016

## **Article X: UNION SECURITY**

### **Section 1. Agency Shop**

#### **a) Condition of Employment**

All workers in the unit who, as of the effective date of this Agreement, have authorized Union dues shall have such deduction continued.

As a condition of employment, all new workers who become covered by this contract on or after the effective date of the Agreement shall at the time of hire into a classification covered by this agreement elect to be either: (1) member, or (2) an agency fee payer.

As a condition of employment, all existing workers covered by this contract on or after the effective date of this Agreement shall elect to be either: (1) member, or (2) an agency fee payer.

The Employer shall deduct from workers' paychecks and transmit to the Union dues and agency fees at the various rates the Union shall, from time to time, specify. The Employer and the Union shall work cooperatively together to agree upon procedures to implement the agency fee system.

#### **b.) Involuntary Deduction**

If any worker fails to authorize one of the above deductions either within thirty (30) days from the time of entry into a classification covered by this bargaining unit, or if an existing worker, within thirty (30) days following the effective date of this Agreement, the Employer shall involuntarily deduct the agency fee from the worker's paychecks beginning with the pay period following entry into the unit, at the rate specified by the Union. The Union shall inform the Employer of any changes to that rate.

#### **c.) Reinstatement**

Upon the reinstatement of any worker, or upon the recalling of any worker from layoff status, the Employer will resume or initiate dues, or agency fee deduction, at the rate specified by the Union, for such worker in accordance with Section (b) of this Article.

**Section 2 – Other Deductions**

The Employer shall make other deductions for insurance programs and COPE from paychecks of workers upon the request of SEIU Local 1021.

*The Union has a right to add to or modify the proposals during these negotiations.*

For the Union

For Del Norte County