

ARTICLE 15

UNION DEDUCTIONS

15.1 Deductions. ~~Pursuant to the provisions of Section 447.303, Florida Statutes, the Florida State University Board of Trustees (FSU-BOT) and the United Faculty of Florida Florida State University agree to the deduction and remittance of UFF-FSU-GAU membership dues and uniform assessments. Article 15 and Appendix B are considered invalid and unenforceable unless Chapter 2023-35, Laws of Florida, is repealed, struck down, or amended in such a way that permits dues deductions by public employers for this unit. To the extent that dues deductions for this unit is authorized and permitted by Florida Law, the University will engage in due deductions with the below conditions.~~


15.2 Procedure. During the term of this Agreement, the FSU-BOT agrees to deduct UFF-FSU-GAU membership dues and uniform assessments, if any, in an amount established by UFF-FSU-GAU and certified in writing by UFF-FSU-GAU to the University, from the pay of those employees in the bargaining unit who individually and voluntarily make such request on a written check-off authorization form. A sample form is contained in Appendix B to this Agreement. Membership dues shall be deducted as follows:

A. Commencement of Deduction. Deductions will be made beginning with the first full pay period commencing at least seven (7) full days following receipt by the University of check-off authorization. UFF-FSU-GAU shall give written notice to the University of any changes in its dues or uniform assessments at least forty-five (45) days prior to the effective date of any such change.

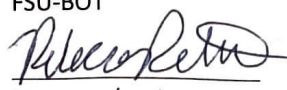
B. Remittance. The dues and uniform assessments deducted, if any, shall be remitted by the University to UFF-FSU-GAU within thirty (30) days following the end of the pay period. Accompanying each remittance shall be a list of the employees from whose salaries such deductions were made, and the amounts deducted.

C. Termination of Deduction. The University's responsibility for deducting dues and uniform assessments, if any, from an employee's salary shall terminate automatically when either (1) the employee submits thirty (30) days written notice to the University Human Resources office and the UFF-FSU-GAU, revoking that employee's prior check-off authorization, or (2) the discontinuance of the authorizing employee's status within the bargaining unit.

Dennis Houlihan
Chief Negotiator
UFF-FSU-GAU


Date 8/9/23

Rebecca Peterson
Co-Chief Negotiator
FSU-BOT


Date 8/9/23

Michael Mattimore
Co-Chief Negotiator
FSU-BOT

Date

D. Reinstatement of Deductions. Employees who have valid dues check-off authorizations filed with the University, whose dues check-off is discontinued because of any discontinuity in appointment of less than two (2) consecutive semesters (i.e., Fall-Spring, Spring-Summer, or Summer-Fall) shall have their dues check-off resumed upon return to pay status within the bargaining unit.

(1) Upon request, the University will provide UFF-FSU-GAU a report showing any GA's whose dues were discontinued in the previous year due to any discontinuity in appointment for two (2) consecutive semesters.

(2) Upon request, the University shall provide UFF-FSU-GAU a report showing a list of the employees whose dues deductions were stopped since the last remittance period.

15.3 Indemnification. UFF-FSU-GAU assumes responsibility for (1) all claims against the FSU-BOT and the University, including the cost of defending such actions, arising from their compliance with this Article, and for (2) all monies deducted under this Article and remitted to UFF-FSU-GAU. UFF-FSU-GAU shall promptly refund to the University excess monies received under this article.

15.4 Exceptions. The FSU-BOT will not deduct any UFF-FSU-GAU fines, penalties, or special assessments from the pay of any employee.

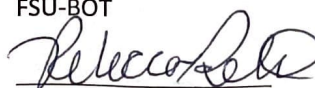
15.5 Termination of Agreement. The FSU-BOT's responsibilities under this Article shall terminate automatically upon: (1) decertification of UFF-FSU-GAU or the suspension or revocation of its certification by the Florida Public Employees Relations Commission, or (2) revocation of UFF-FSU-GAU's check-off privilege by the Florida Public Employees Relations Commission.

15.6 UFF-PAC Contributions. The FSU-BOT shall deduct, biweekly and without unauthorized interruption (provided the bargaining member has funds available), a post-tax deduction code for UFF-PAC (Political Action Committee) contributions in the amount provided by the UFF from the pay of those members in the bargaining unit who individually and voluntarily make such requests on a written UFF-PAC authorization form such as that contained in Appendix F to this Agreement. The FSU-BOT shall remit UFF-PAC deductions to the UFF State Office on a biweekly basis within thirty (30) days following the end of the pay period. Accompanying each remittance shall be a list of the employees from whose salaries such deductions were made, and the amounts deducted.

Dennis Houlihan
Chief Negotiator
UFF-FSU-GAU


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