

**ARTICLE 7: DUES DEDUCTIONS**

Section 7.1 – Union Dues Deductions

A. Pursuant to the provisions of Section 447.303, Florida Statutes, the Seminole State College of Florida District Board of Trustees and the United Faculty of Florida – Seminole State College Chapter hereby agree to the deduction and remittance of UFF-Seminole membership dues and uniform assessments.

B. Procedure. During the term of this Agreement, the College agrees to deduct Union membership dues and uniform assessments, if any, in an amount established by the Union from the pay of those employees in the bargaining unit who individually and voluntarily make such request on a written Check-off Authorization form (CAF) mutually agreed upon and included in the Appendix of this Agreement, as follows:

1. Commencement of Deduction. Deductions will be made beginning with the first pay date commencing at least fourteen (14) calendar days following receipt by the College Human Resources Office of a valid CAF.
2. Notice of Changes. UFF-Seminole shall give written notice to the College of any changes in its dues or uniform assessments at least forty-five (45) calendar days prior to the effective date of any such change.
3. Remittance. The dues and uniform assessments deducted, if any, shall be remitted by the College to the United Faculty of Florida within thirty (30) calendar days following the end of the pay date. The College will remit to United Faculty of Florida a list of the employees from whose salaries such deductions were made and the amounts deducted for each pay date.
4. Termination of Deduction. The College's responsibility for deducting dues and uniform assessments, if any, from an employee's salary shall terminate automatically upon either (1) thirty (30) calendar days following receipt by the College Human Resources Office of a written notification from the employee revoking that employee's authorization of deductions, or (2) the discontinuance of the authorizing employee's status within the bargaining unit. Employees who have a valid CAF filed with the College and whose deductions are discontinued because of a leave without pay shall have their deductions resumed upon return to pay status within the bargaining unit, provided the absence from the unit is less than 180 calendar days.

C. Indemnification: UFF-Seminole assumes responsibility for: (1) all claims against the College, including the cost of defending such actions, arising from their compliance with this Agreement, and (2) all monies deducted under this Agreement and remitted to UFF-Seminole. UFF-Seminole shall promptly refund to the College excess monies received under this Agreement.

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D. Exceptions: The College will not deduct any UFF-Seminole fines, penalties, or special assessments from the pay of any employee.

Tentative Agreement			
_____		_____	
Michael Moats	Date	Michael Grogan	Date
United Faculty of Florida		Seminole State College	