

ARTICLE 3 GEO Security

Dues or Agency Fee

A. All graduate student employees covered by this Agreement shall be eligible for membership in GEO. Such membership shall require the payment of dues as determined by the Union. Beginning thirty days following the commencement of his or her appointment, each graduate student employee who elects not to join or maintain membership in the Union shall be required to pay an agency fee to the Union as a condition of employment (pursuant to the Rules and Regulations of the Massachusetts Labor Relations Commission, Section 17.05). The Local shall have the exclusive right to the checkoff and transmittal of Union dues and agency fees on behalf of each graduate student employee.

Initiation Fee

B. A graduate student employee may consent in writing to the authorization of the deduction of the one-time initiation fee and Union dues, or of agency fees, from his or her pay and to the designation of the Local as the recipient thereof. Such consent shall be in a form acceptable to the Administration and shall bear the signature of the graduate student employee.

Payroll Deduction

C. The Administration shall deduct initiation fees, dues, or agency fees from the pay of graduate student employees who have indicated on a signed form that they request such a deduction in accordance with this Article and transmit such funds in accordance with University policy to the treasurer of the Local within thirty calendar days after the last day of the month in which the deduction is made, together with a list of graduate student employees whose dues and agency fees are transmitted and those who have added or withdrawn their dues or agency fee deduction authorization, provided that the Administration is satisfied by such evidence as it may require that the treasurer of the Local has given a bond, in a form approved by the Administration, for the faithful performance of his or her duties in a sum and with such surety or securities as are satisfactory to the Administration.

D. It is specifically agreed that the Administration assumes no obligation, financial or otherwise, arising out of the provisions of this Article and the Union agrees that it will indemnify and hold the Administration harmless from any and all claims, demands, liability, costs, or damages arising from or related to this Article.

E. The treasurer of the Local shall submit and certify to the Administration each year the annual dues and agency fees payable to the Union.

F. Dues and agency fee deductions and the one-time initiation fee will ordinarily commence within twenty-one (21) calendar days after receipt by Human Resources of the Authorization of Payroll Deduction form. In the event of an administrative error in the authorized deduction of the Union dues or agency fees from a graduate student employee's wages, the parties shall meet to attempt to correct the error in an expeditious manner.

G. A graduate student employee who has not previously authorized payment of Union dues or agency fees through payroll deduction may subsequently authorize Union dues or agency fee deduction by submitting an authorization form to the Payroll Office. Such authorization shall be in a form acceptable to the Administration and shall bear the signature of the graduate student employee. A graduate student employee may withdraw his or her Union dues or agency fee deduction authorization by submitting a form, acceptable to the Administration and which bears the signature of the graduate student employee, to the Payroll Office at least sixty days in advance of the effective date.

H. GEO shall be afforded the opportunity to distribute dues and agency fee deduction forms at the orientation sessions described in Article 12.

I. As an agreed upon program, departments will attach to all graduate student employee assistantship contracts (GFAF forms) an Authorization of Payroll Deduction for Union dues and initiation fee or agency service fee. GEO will provide departments with a sufficient number of copies of said Authorization form to attach to all GFAF forms. Said Authorization form shall be in a form acceptable to the Administration and GEO and in accordance with this Article. GEO will forward to the Payroll Department in Human Resources only those authorizations signed by graduate student employees who, to the best of GEO's knowledge, are not already having dues or fees deducted from their paychecks or who are switching from dues to fee or vice versa.

Assistantship Contract Statement

J. All graduate student employee appointment forms will include the following statement: "All graduate student employees who are appointed as TAs, TOs, RAs, PAs, ARDs, Interns, and Working Fellows, except those working in the Chancellor's Office or any of the Vice Chancellors' offices, are covered by a collective bargaining agreement between International Union, UAW, GEO, Local 2322 and the University which determines graduate student employees' working conditions and benefits. This agreement requires that all such TAs, TOs, RAs, PAs, ARDs, Interns, and Working Fellows must either join the Union and pay dues, or pay a service fee as a condition of employment (pursuant to the Rules and Regulations of the Massachusetts Labor Relations Commission, Section 17.05)."

Penalty for Non-Payment of Service Fee

K. Any graduate student employee failing to pay the agency fee required by this Article shall be suspended from employment without pay for a period of two weeks when classes are not in session for the non-payment of dues or agency fee. Such sanction shall not occur unless the provisions of Sections 17.05 and 17.16 of the Rules and Regulations of the Massachusetts Labor Relations Commission with respect to such sanctions have first been complied with. No sanction shall occur if the employee has paid all agency fee arrearages. Furthermore, if before the beginning of the second week of suspension, the employee satisfies the arrearage, the second week of suspension shall not be imposed. Suspensions for non-payment of dues or agency fee may occur in a semester subsequent to that for which the bargaining unit member has failed to pay dues or agency fee. The Union shall intervene in and defend any administrative or court litigation concerning the propriety of such suspension for failure to pay the agency fee. In such litigation, the Employer/University Administration shall have no obligation to defend the suspension.

Arbitration

L. In the event that any dispute concerning this Article is submitted to arbitration, the arbitrator shall have no power or authority to order the Administration to pay any agency fee on behalf of any graduate student employee. If the arbitrator decides that the bargaining unit employee has failed to pay or authorize the payment of the agency fee in accordance with this article, the only remedy shall be the suspension of the bargaining unit employee for two weeks without gross pay and the payment by the University of an amount equal to the two weeks' pay into the parties' Health and Welfare Fund.

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