

1 **Article 3: Union Security**

2 **Section 1. Dues Deduction.** Upon authorization to the Union by an individual employee to
3 become a member of the Union and pay membership dues, the University shall provide payroll
4 deduction of dues. The University will honor the terms and conditions of each employee's
5 signed membership card upon authorization by the Union.

- 6 A. The Union shall transmit to the Employer by the cut-off date for each payroll period, the
7 name and Employee ID number of employees who have, since the previous payroll cut-
8 off date, provided authorization for deduction of dues, or have changed their
9 authorization for deduction.

10 **Section 2. Indemnification.** The Union and each Extension Lecturer in the bargaining unit
11 authorizing the assignment of wages for the payment of Union dues hereby undertakes to
12 indemnify and hold the University, and its employees and agents, harmless from all claims,
13 demands, suits or other forms of liability that may arise against the University for or on account
14 of any deductions made from the wages of such Extension Lecturers or for any action taken
15 under this Article.

16 **Section 3. Revocation.** An employee may revoke their authorization for payroll deduction of
17 payments to the Union by written notice to the Union in accordance with the terms and
18 conditions of their signed membership card. Every effort will be made to end the deduction
19 effective on the first payroll, and not later than the second payroll, after receipt by the Employer
20 of confirmation from the Union that the terms of the employee's signed membership card
21 regarding dues deduction revocation have been met.

22 **Article 4: Union Rights**

23 **Section 1. Quarterly Roster.** The University will provide the Union with a quarterly roster of
24 both full- and part-time Extension Lecturers. The roster will be provided on the first final payroll
25 calculation date after classes start each quarter. The roster will include each Extension
26 Lecturer's name, start date, FTE percent time, mail stop, and home address. The University will
27 provide these lists in an electronic file when practicable. These lists will be provided at no cost
28 to the Union.

29 **Section 2. Use of University Bulletin Boards and Facilities.** The Union shall have the right
30 to use reasonable bulletin board space in each geographic location where Extension Lecturers
31 work. The University has meeting space available, some of which is free and some of which is
32 charged at a fee; if the Union rents meeting space for a fee, the fee will be paid for by the Union.