

University. The Employer, through its designated management personnel, has the right and responsibility, to control, change, and supervise all operations, and to direct and assign or reassign all employees work appropriate for their classification. Such right and responsibility shall include, by way of illustration but not limited to, the selection and hiring of employees, discipline, discharge for justifiable cause, classification, reclassification, layoff, promotion, demotion, and training of employees, establishment of work schedules, allocation of all financial and other resources, and control and regulation of the use of all equipment and other property of the University. The Employer shall determine the method, technological means, number and kind, and qualifications of personnel by and for which operations are to be carried out. The Employer shall take action as may be necessary to carry out its responsibilities in any emergency situation.

ARTICLE 6 – PAYROLL DEDUCTIONS, UNION MEMBERSHIP AND DUES

Section 1. Dues Deduction.

Upon written authorization to the union by an individual employee to become a member of the union and pay membership dues, initiation fees and assessments, the Employer shall provide for semi-monthly payroll deductions. The employer will refer the member(s) to the Shop Stewards and/or Union Representative regarding any Union paperwork regarding membership dues, initiation fees , assessments, etc. The Employer will not engage member(s) regarding such paperwork other than to refer the member(s) to the Shop Stewards and/or Union Representative.

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

Section 2. Revocation.

An employee may cancel their authorization for payroll deduction of payments to the Union by written notice to the Employer and the Union in accordance with the Union Constitution, Bylaws, and the terms and conditions of their signed membership card. The Union will provide the Employer with a monthly list of all employees who are eligible for cancellation. The cancellation will become effective on the second payroll after receipt of the notice from the Union. An employee leaving paid status should notify the Union and receive a withdrawal card for the duration of absence from paid status and/or the bargaining unit.

- A. Once each month the Employer's Payroll Office will transmit the total deducted amount of dues and deductions, to the Union's office. Twice each month the Employer will electronically transmit a list of current members on Union dues deduction, gross straight-time pay, and any additions and deletions for that month.
- B. Twice each month, the Employer shall submit to the Union a report containing the following data in electronic format, if maintained by the Employer, for all employees in the bargaining unit, for all employees who enter or leave the bargaining unit, and for all employees who stop or start deductions:

- a. Employee Identification Number
- b. Employee name
- c. Mailing address (Home and UW Box number)
- d. Work phone number (if maintained by the University Payroll System)
- e. Job class code
- f. Job class title
- g. Begin date in job class code
- h. Salary range
- i. Salary step
- j. Part-time percent (FTE)
- k. Separation date
- l. Gross salary

The Union will maintain the confidentiality of all employee-mailing addresses. Information provided pursuant to this Section will be maintained by the Union in confidence according to the law. The Union will indemnify the Employer for any violations of employee privacy committed by the Union in connection with the data received by the Union pursuant to this Section.

Section 3. The Union shall indemnify and hold the University harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of the action taken by the University in reliance upon signed authorization cards furnished to the University by the Union or for the purpose of complying with any of the provisions of this Article, including any issues related to the deduction of membership dues, initiation fees and assessments. In all such cases, the Employer's reasonable attorney fees will be paid by the Union.

ARTICLE 7 – OVERTIME

All employees in the bargaining unit shall receive time and one-half for the first 2 hours worked in excess of a regularly scheduled full-time weekday or Saturday shift and double time thereafter. All overtime worked on Sunday shall be paid at double time. When an employee has left the premises of the Print Plant after completion of the regular shift and is recalled for work, the employee shall not be paid for less than 3.5 hours of the shifts in excess of the regular work week.

ARTICLE 8 – SHIFTS

Section 1. Work Week: The work week is comprised of five consecutive day, evening or night shifts, Monday through Friday.

Section 2. All shifts are eight (8) hours in length except for Press, Bindery and Lithography, where the shifts are seven (7) hours in length.