

1 **Article 5: Dues Deduction, Fair Share, and UWHA Membership**
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3 **1. Notification.** The Employer shall notify employees interviewing for or hired into a
4 bargaining unit position of the UWHA's status as their exclusive bargaining
5 representative, both when they interview for a position at UW and within thirty (30) days
6 of beginning the Residency program. Introductory documents crafted by the employer
7 regarding the UWHA's existence will be sent to UWHA annually for comment.
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9 **2. Listing of Residents.** The University shall provide the UWHA with a monthly listing
10 of all Residents with union dues deductions, and a monthly listing of all Residents who
11 terminated their Residency. The University shall provide this information electronically
12 along with their name, PGY, department and start date.
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14 **3. Determination of Membership Dues.** It shall be the sole responsibility of the UWHA
15 to determine the amount of dues necessary for membership in the UWHA for each
16 academic year and in accordance with the Articles of Incorporation of the UWHA. The
17 amount of the dues shall be provided by the Union in writing each year to the University.
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19 **4. Religious Objection.** The parties will comply with the requirements of state law
20 (RCW 41.56.122) for any Resident with a bona fide religious objection to paying dues or
21 fees to the UWHA.
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23 **5. Dues Deduction.** Upon written authorization to the Union by an individual Resident
24 to become a member of the Union and pay membership dues, the University shall
25 provide for payroll deductions of UWHA dues which are uniformly applied to all UWHA
26 members. The Employer will honor the terms and conditions of each employee's signed
27 membership card upon authorization by the Union.

28 A. UWHA shall be the keeper of records regarding each employee's payroll deduction
29 status.

30 B. The Union shall transmit to the Employer by the cut-off date for each payroll
31 period, the name and Employee ID number of employees who have, since the
32 previous payroll cut-off date, provided authorization for deduction of dues or have
33 changed their authorization for deduction.
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35 **6. Remittance of Dues.** The University shall electronically transmit to the UWHA within
36 five (5) work days after each payday all dues deducted for that pay period in those
37 bargaining units for which the UWHA is the exclusive bargaining representative.
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39 **7. Revocation.** An employee may revoke their authorization for payroll deduction of
40 Union dues by written notice to the Employer and the Union in accordance with the
41 terms and conditions of their signed membership card. If an employee contacts the
42 Employer to revoke their authorization for payroll deduction without contacting the
43 UWHA, the Employer will direct the employee to contact the UWHA and will also
44 independently notify the UWHA immediately of the employee's intentions. Every effort
45 will be made to end the deduction effective on the first payroll, and not later than the
46 second payroll. This will occur after the Employer receives confirmation from the Union

1 that the dues revocation terms of the employee's signed membership card have been
2 met.

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4 **8. Indemnification.** If the University is found to be at fault in legal proceedings, the
5 UWHA shall indemnify and hold the University harmless against any claims, demands,
6 suits, or any other form of liability that shall arise out of or by reason of action taken or
7 not taken by the University under this Article. In the event that litigation that arises out of
8 this article could reasonably render the UWHA financial insolvent, the UWHA will
9 adhere to the following process: the UWHA will immediately post a bond or provide
10 some other form of security in order to ensure sufficient resources to cover the
11 indemnification for a legal action by a Resident challenging his/her termination for failure
12 to comply with this Article.

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14 **9. Public Records Requests and Privacy.** Effective immediately, Labor Relations will
15 notify the Union of public records requests for information received by the UW Office of
16 Public Records that directly concern and encompass all UWHA's members. Notification
17 will be provided in order to allow for a ten (10) day protest period.

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