

## ARTICLE 24

### UNION SECURITY

24.1 It is the intent of this Article to provide that payroll deductions for Union members be deducted from their pay warrants insofar as permitted by Government Code Section 1153 and as mandated by HEERA. The State Controller's Office (SCO) will assess the normal service fee for each deduction processed.

#### Union Dues, Assessments, Initiation Fees

24.2 The CSU/SCO agrees to deduct and transmit to the Union all authorized deductions (dues, assessments, initiation fees) from Union members within Bargaining Unit 11 who have signed and approved authorization cards for such deduction on file with the Union.

24.3 As provided in HEERA, employees shall be free to join or not join the Union.

24.4 Monies withheld will be reported and remitted on a semi-monthly basis to the Union by the SCO in accordance with SCO procedures.

#### Remedial Deductions

24.5 Should the CSU/SCO fail to deduct Union dues from a Unit 11 employee, the CSU/SCO shall make a remedial deduction from such employees' earnings during the subsequent monthly payroll cycle. These monies will be remitted to the UAW per 24.4.

24.6 In the event that any remedial deduction is not made and transmitted in accordance with 24.5, the parties shall meet to discuss how the error occurred and what the appropriate remedy should be.

24.7 The CSU will not be financially responsible for payment of remedial dues or initiation fees whenever good faith steps have been taken to make and transmit remedial deductions pursuant to 24.5 and 24.6. This provision expires upon implementation of the SCO's new payroll system (currently referred to as the 21<sup>st</sup> Century Project or the MyCalPAYS system).

24.8 The Union agrees to indemnify, defend and hold the CSU/SCO harmless against any claim, of any nature, and against any suit instituted against the CSU/SCO, arising from its payroll deductions of the Union authorized deductions.

VCAP Check-Off

24.9 For employees who voluntarily choose to authorize deductions from their payroll warrants to fund political activity via the Union's VCAP deduction, that amount will be added to the dues amount as processed by the SCO.

24.10 The provisions of HEERA shall govern the deduction of authorized Union deductions following the expiration of this Agreement.

24.11 The University and the Union will develop additional mutually agreeable administrative procedures if necessary to be consistent with SCO procedures.

24.12 A CSU/UAW working group shall meet on a quarterly basis to discuss issues relating to deduction and transmission of dues, assessments, and initiation fees and/or any other issues arising under the terms of this Article. CSU shall be represented in these meetings by the Associate Vice Chancellor (Labor Relations) and other CSU representatives as assigned.