

## ARTICLE SEVEN – DUES AND FAIR SHARE DEDUCTIONS

### 7.1 Dues Deduction

7.1.1 The College shall deduct semi-monthly Union dues from the paychecks of those employees who request in writing that such deductions be made. The amounts to be deducted shall be certified to the College by the Treasurer of the Union. The aggregate deductions, accompanied by a listing identifying the members for whom deductions are made, shall be remitted to the Union semi-monthly.

### 7.2 Fair Share

7.2.1 The College shall deduct uniform semi-monthly Fair Share fees in lieu of dues from the payroll disbursements of those employees who have not authorized dues deductions per 7.1.1. The amounts to be deducted shall be certified to the College by the Treasurer of the Union, provided that Fair Share fees shall not exceed regular semi-monthly Union dues. New employees, if dues deduction per 7.1.1 is not authorized, shall have Fair Share deducted, beginning with their first payroll disbursements.

7.2.2 The College and the Union agree that the rights of nonassociation of any employee, based on bona fide religious objections, as specified in Subsection (l) of ORS 243.666 shall be safeguarded by that statute.

7.2.3 The aggregate deductions of Fair Share fees, together with a listing identifying the employees for whom deductions are made, shall be remitted to the Union semi-monthly.

7.2.4 The Union shall indemnify and save the College harmless for College actions in compliance with this Article.