

**Union Security**

All employees covered by this MOA who have reached four hundred eighty (480) hours of employment or are full time employees in the PTE Bargaining Unit, as a condition of employment, either become members of the Union and pay membership dues or, as non-members, pay a fee as described in A, B, and C below no later than the 30th day following the effective date of this Agreement or the beginning of their employment.

- A. Employees who choose not to become union members must pay to the Union, no later than the 30th day following completion of 480 hours of employment, an agency shop fee equal to the amount required to be a member in good standing of the Union.
- B. An employee who does not join the Union based on bona fide religious tenets, or teachings of a church or religious body of which he or she is a member, will make payments to the Union that are equal to its membership dues, less monthly union insurance premiums, if any. These payments will be used for purposes within the program of the Union that are in harmony with the employee's conscience. Such employees will not be members of the Union, but are entitled to all of the representational rights of union members.
- C. The Union will establish a procedure that any employee who makes a request may pay a representation fee equal to a pro rata share of the full membership fee that is related to expenditures for collective bargaining, contract administration and the pursuit of matters affecting wages, hours and other conditions of employment, rather than the full membership fee.
- D. If an employee fails to meet the union security provisions outlined above, the Union may notify the Employer. If the Union notifies the Employer, the Union will inform the employee that his or her employment may be terminated. Once the Employer is notified and has verified an employee's failure to meet the union security provisions, the Employer may terminate the employee.

The Employer agrees to deduct the membership dues, agency shop fee, non-association fee, or representation fee from the salary of employees who request such deduction in writing within thirty (30) days of the receipt of a properly completed request submitted to the payroll office. Such request will be made on a Union payroll deduction authorization card.

**Dues/Fees Cancellation**

An employee may cancel his or her payroll deduction of dues/fees by written notice to the Employer and the Union. The cancellation will become effective as soon as possible, but no later than the second payroll, after payroll's receipt of the notice. However, the cancellation may cause the employee to be terminated, subject to Section D, above.

PTE

Bates Technical College

Jessica Upton, Labor Representative  
*Shondrea Chapman*

Gary Nilsson, Director of Human Resources

*June 21, 2018*

*6.21.2018*

Date

Date