

## ARTICLE \_\_ Union Security and Check-Off

### SECTION \_\_.1 – Membership

Subject to applicable law, all Employees of the Employer covered by this Agreement who are members of the Union in good standing on the effective date of this Agreement or who become members of the Union in good standing following the effective date of this Agreement shall as a condition of employment remain members of the Union in good standing insofar as the payment of periodic dues and initiation fees, uniformly required, is concerned.

Subject to applicable law, all present employees who are not members of the Union and individuals hired after the effective date of this Agreement shall as a condition of employment, beginning on the thirtieth (30th) day following the effective date of this agreement or the thirtieth (30th) day following employment, whichever is later, become and remain members of the Union in good standing insofar as the payment of periodic dues and initiation fees, uniformly required, is concerned.

### SECTION \_\_.2 – Check-Off

The Employer shall provide the Union payroll deduction for union dues or service fees for Employees who authorize the deductions in the amount designated in writing by the financial officer of UE Local 300. The deductions shall be made provided the deduction request is submitted to Cornell's payroll office on a form authorized by the Union. The deductions shall be made from Employees' paychecks for each pay period. The authorizations may be submitted to the payroll office at any time, and the deductions will commence on the following payday. Cornell will remit the amounts deducted to the financial officer of UE Local 300 on a monthly basis, no later than the fifth (5th) of each month. Cornell will include with each remittance a complete editable digital check-off list that includes each Employee's name, NetID, current stipend, full-time Employee (FTE) status, the amount deducted from each employee's pay, and the date of each deduction.

The Employer shall provide to the Union the University email address for each Employee prior to the Employee's receipt of their first paycheck so that the Union shall be able to communicate with each Employee about the process of complying with this Article.

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*The Union reserves the right to add to, modify, or withdraw its proposals at any time.*

Blue text indicates new language proposed by the Union.

Green text indicates language reasserted by the Union from a prior proposal.

Red ~~struck~~ text indicates language proposed by Management that the Union has rejected.

Black ~~struck~~ / highlighted text indicates language rejected / added by Management that the Union has accepted.