ARTICLE __ Union Security and Check-Off

SECTION __.1 – Membership

Subject to applicable law, all Graduate Student Workers of the University 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 Graduate Student Workers 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, or in lieu of such membership, pay to the Union an Agency fee. The amount of such agency fee shall be established by the Union in accordance with applicable law, but in no event shall such fee exceed full union dues.

SECTION __.2 – Check-Off

The University shall provide the Union payroll deduction for union dues or service fees for Graduate Student Workers 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 Graduate Student Workers' 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 Graduate Student Worker's name, NetID, current stipend, full-time Employee (FTE) status, the amount deducted from each Graduate Student Worker's pay, and the date of each deduction.

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