

**ARTICLE XX  
UNION SECURITY**

**Section A** Employees are free to decide whether or not they wish to join the Union and pay membership dues and fees. An Employee shall not be required to become a member of the Union as a condition of employment.

**Section B** For those Employees who are Union members at ratification or who later may choose to join the Union, the University shall deduct membership dues and initiation fees from such Employees' paycheck if they provide a signed written authorization in a paper or electronic form acceptable to the University. The Union will communicate the amount of such dues and fees to the University.

**Section C** Upon receipt of a signed authorization from an Employees, the University shall deduct Union membership dues and fees from the paycheck of such Employee. commencing with the next paycheck provided the authorization form is received X DAYS (TBD) prior to the close of the payroll period.

1. An Employee may terminate their authorization for payroll deductions at any time upon proper written notice to the University and to the Union.

**Section D** Within X business days (TBD) after the monthly payroll for the prior month, the University shall electronically transmit the dues and fees, deducted for all pay periods in the preceding month to the Local Union together with an electronic list of the Employees from whom deductions were made. The list shall include the employee's first name, last name, middle name, preferred name, HUID, hiring date, job classification, gross pay, and deduction amount(s) with a code identifying the type of deduction.

**Sections C and D will be implemented no later than 60 calendar days after ratification.**

**Section E** The Union agrees that it will reimburse the University for any costs and will indemnify and hold the University harmless from any claims, actions, or proceedings by any person or entity or any action taken or not taken arising from any deductions made under this Article.

**Section F** All Employee appointment letter shall include the following statement: "This position is covered by the collective bargaining agreement between the University and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of

American (UAW) and its Local Union, Harvard Academic Workers (HAW-UAW). This collective bargaining agreement determines this position's working conditions and benefits." Included alongside this statement shall be a web address, supplied by HAW.

**Section G.** Employees who elect to join the Union may choose to contribute to the UAW Voluntary Community Action (UAW V-CAP) program, pursuant to federal regulations regarding immigration status. Upon notification (either from the Employee or the Union) that an Employee has provided authorization of specific contributions to the UAW V-CAP, the University shall deduct such amounts on each paycheck of the Employee and remit said deductions to the Local Union. Such deductions and remittances shall follow the same procedures and timelines as those for dues, outlined above.