

UNIVERSITY OF PITTSBURGH COUNTER PROPOSAL TO USW

January 24, 2023

Dues Deduction

A. Deductions

During the term of the Agreement, the Employer agrees to deduct regular dues and assessments, if applicable, ~~from each paycheck of employees for whom the Union has provided a written dues deduction authorization. Such deductions shall be promptly remitted to the International Secretary-Treasurer of the Union no later than ten (10) days following the end of the month in which they were deducted, provided the University may remit via ACH or wire transfer.~~ When it is determined by the Union that an employee's payroll deductions should cease, the Union will be responsible for notifying the Employer in writing. The Employer shall rely on the information provided by the Union to cancel or change authorizations. ~~Updates to deductions shall be made by the University within thirty (30) days of receipt from the Union of changes to dues authorizations and/or assessments.~~

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B. Dues

~~The dues rate for this bargaining unit for the term of this Agreement shall be 1.5% of gross earnings for all bargaining unit faculty members, plus a \$10.00 initiation fee applicable to bargaining unit faculty members who join the bargaining unit after the effective date of this agreement.~~

C. Revocations

The Employee's dues deduction authorization shall remain in effect until expressly revoked in writing by the Employee in accordance with the terms of the authorization. The Union shall be responsible for notifying the Employer in writing of all revocations. The Employer shall rely on the information provided by the Union to cancel or change authorizations due to revocation.

D. Political Action Fund

The Employer shall also deduct and transmit, to the Treasurer of the United Steelworkers Political Action Fund (USW/PAF), voluntary contributions to the USW Political Action Fund from

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The University of Pittsburgh reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement.

the earnings of those employees who voluntarily authorize such contributions on forms provided for that purpose by the USW/PAF.

E. Indemnification

The Union shall indemnify and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of this Article.

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