

ARTICLE 6: UNION SECURITY AND DUES CHECK OFF

A. Union Security

Bargaining unit employees shall be required to become and remain members in good standing of the Union as a condition of their continued employment as hereinafter defined following the later of: (A) thirty days after the beginning of their employment within the bargaining unit, (B) the effective date of this Agreement, or (C) completing their probationary period. For the purposes of this Section, the only obligation of a member in good standing of the Union shall be the payment of the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining actual membership in the Union.

The Union may require and cause the Employer to terminate the employment of an employee who fails to meet the requirements of this Section. To be effective, the Union's direction to terminate a delinquent employee shall be in writing and signed in ink by the Union's President. The Employer will make termination effective within three working days after receipt of the Union's written direction. The Union will defend, indemnify, and hold harmless the Employer for any claim, suit or liability of any nature arising from the Union's direction that it terminate an employee's employment under this Section.

B. Dues Check Off

The Employer shall deduct from the wages of an employee in payment of membership dues and remit the same to the Union on or before the 15th day of each calendar month, provided, the Employer has received from each affected employee, on whose account such deductions are made, a written assignment which shall be irrevocable for a period of no more than one year, or the termination date of the applicable collective bargaining agreement, whichever occurs sooner. The amount to be deducted for membership dues will be determined in accordance with the Union constitution and bylaws. The Union shall inform the Employer of any change in the amount of dues in writing signed by the Union's President.