

Longy Faculty Union Initial Union Proposal Presented 8/3/10

ARTICLE _____

UNION MEMBERSHIP

A. The Longy Faculty Union acknowledges its duty to represent all Bargaining Unit faculty under this Agreement without regard to membership or participation in the Union. Membership in or support of the Union shall not be a requirement or a condition of employment or a condition of the maintenance of employment except as provided below in Sections C and D, Agency Fee.

B. Each faculty member who voluntarily chooses to become a member of the Union in good standing, will, as a condition of employment, remain a member of the Union for the duration of this Agreement.

C. Each faculty member who chooses not to join the Union shall not be required to join the Union. She/he shall so inform the Union in writing on or before the thirtieth (30th) day following the date of execution of this Agreement. In recognition of the Union's obligation to protect and uphold the rights of all Bargaining Unit members, any faculty member who elects not to join the Union shall be required to pay monthly, to the Union, an agency fee in an amount certified by the Union Treasurer.

D. Faculty members hired after the effective date of this Agreement, as a condition of employment, will either become a member of the Union or pay an agency fee on or before the thirtieth (30th) day of employment.

E. The School agrees to provide for payroll deduction of dues and agency fees provided herein and certified in writing by the Union's Treasurer to the Employer from the wages of each faculty member so long as faculty member executes a written authorization to make such deduction. Deductions will be made in accordance with the current payroll arrangements beginning with the first full pay period commencing at least fourteen (14) calendar days following receipt by the Employer of the dues deduction authorization.

F. A facsimile of the authorization form to be used for the deduction shall be as follows:

To Longy School of Music:

I, the undersigned, a member of the Bargaining Unit of the Longy Faculty Union, authorize the Longy School of Music to deduct all dues or agency fee payments authorized by the Longy Faculty Union Constitution and By-Laws from my wages and to remit the amounts so deducted to the Longy Faculty Union.

This authorization will remain in full force and effect until revoked by me, in writing by providing written instruction to cease payroll deductions Longy's Human Resources Department, with a copy to the Longy Faculty Union during

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the first fifteen (15) days of _____ in any calendar year.

Name:

Signature:

Date:

G. The Union agrees to indemnify the School and hold it harmless against any and all suits, claims, demands and liabilities for damages or other financial losses or penalties that may arise out of any action that might be taken by the School for the purposes of complying with the provisions of this Article.