

## FAM, AAUP-AFT Counter Proposal to Miami

December 6, 2023

### DUES DEDUCTION

1. The University will deduct regular union dues, as well as any applicable union fees, fines, and assessments, special assessments, and contributions to the political action fund of the AAUP/AFT established by the Union under the terms of the FAM, AAUP-AFT Constitution, for any bargaining unit faculty member upon receipt of a written deduction authorization signed by the bargaining unit faculty member. Deductions will begin within sixty (60) calendar days after receipt of a bargaining unit faculty member's signed authorization card by the University.
2. Deductions for each month shall be transmitted to the Union no later than the fifteenth (15th) of the following month together with an alphabetized electronic list of all Bargaining Unit employees and, upon the amount deducted from each. Upon, and, upon receipt, the Union shall assume full responsibility for the disposition of all funds deducted. The University shall assess no charge upon the Union for the administering of these deductions.
3. The bargaining unit faculty member's dues deduction authorization shall remain in effect until expressly revoked in writing by the bargaining unit faculty member in accordance with the terms of the authorization. When the Union determines that a bargaining unit faculty member's payroll deduction should cease, the Union will be responsible for notifying the University in writing. The University will rely on the information provided by the Union to cancel or change authorizations due to revocation. Updates to deductions shall be made by the University within sixty (60) calendar days after receipt from the Union of changes to dues authorizations, fees, fines, and/or assessments.
4. Questions regarding dues, fees, or other deduction shall be resolved between the affected bargaining unit faculty member and the Union. Where appropriate, a refund shall be made directly to the affected bargaining unit faculty member by the Union.
5. The Union agrees that it will indemnify and save the University harmless from any action commenced by an employee against the University arising as a result of the deductions made under any provisions of this article. In the event of an error by the University, the Union's liability shall be limited to repaying the amount of any improperly deducted funds as described in section 1 of this article.

Miami University and FAM reserve 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, (2) the Union membership has ratified the full collective bargaining agreement and (3) the University Board of Trustees has approved the full collective bargaining agreement.