

ARTICLE       
UNION SECURITY

**Section 1.** The University shall deduct membership dues and initiation fees from all Graduate Workers (GWs) who choose to be members of WPI-GWU-UAW and who sign appropriate dues deduction authorization forms. The Union will communicate the amount of such dues and initiation fees to the University.

All GWs who become employed by the University and covered by this Agreement and who fail voluntarily to acquire and maintain membership in the Union, shall be required as a condition of continued employment to pay to the Union each month, beginning no later than thirty-one (31) days after the date of their employment, or after the ratification of this Agreement, whichever is later, an Agency Fee. The amount of such Agency Fee shall be the equivalent to the amount uniformly required to be paid as dues by those who choose to become members of the Union.

The Union may request that a GW who fails to join the Union, maintain Union membership, or pay such Agency Fee be dismissed from employment. Prior to any dismissal, the GW shall be offered an opportunity within thirty-one (31) days, following the written notification from the Union to the University requesting discharge, to pay the required dues and/or fees that have not been tendered. If the GW fails to pay within that time period, and the Union so verifies, the University shall dismiss the GW from employment. Parties recognize that changes in GW employment status shall not affect a GW's status as a student.

**Section 2.** Within ~~xxsixty~~ (~~xx60~~) days of the effective date of the contract, the University shall begin deducting dues or agency fees bi-weekly from the gross pay of each GW.

**Section 3.** The dues and fees deducted under this article shall be transmitted to the Union within fourteen (14) working-calendar days after each payday for which deductions are made.

**Section 4.** Upon receipt of a GW's written authorization, the University shall deduct from such GW's gross pay in accordance with this Agreement, such Union Dues or Agency Fees and remit the same together with a list of the names of the GW from whose compensation deductions were made.

**Section 5.** The Union will submit an electronic list of all changes to membership prior to the deadline for the University to make such deductions, so that the University can make appropriate deductions.

**Section 6.** The Union shall hold the University harmless from any liability or damages incurred by the University or its agents in complying with this Article and shall reimburse the University for legal expenses incurred in legal defense of any provision of this Article or any action taken by the University in complying with it.