

TENTATIVE AGREEMENT # 13

ARTICLE V – UNION SECURITY AND DUES CHECKOFF

Section 1. Union Members in Good Standing

It shall be a condition of employment that all employees covered by this Agreement shall become and remain members in good standing upon ratification of this Agreement. All new employees shall become and remain members in good standing with the Union within thirty (30) days of their first day of work.

Section 2. Beck Ruling

Consistent with *Communication Workers of America v. Beck* (1988) and subsequent NLRB rulings, employees may choose not to join the Union and, in lieu of regular dues, pay an agency fee in an amount set by the Union.

Section 3. Enforcement

Upon written request by the Union, the College shall enforce this Article with respect to any employee who is not in good standing.

Section 4. Dues

Upon receipt of an executed dues authorization form, the College shall deduct dues and/or fees equivalent to dues and assessments levied by the Union. These amounts shall be deducted from employees' wages and sent to the Union on a monthly basis. The Union shall certify to the College, in writing, the amount of regular monthly dues, initiation fees, and assessments to be deducted under the provisions of this Article. Any changes in amounts to be deducted shall also be certified in writing to the College.


Section 5. Payroll Deductions for CoPE

The College shall provide for voluntary payroll deductions for the Union's Committee on Political Education ("CoPE") on behalf of employees who authorize such deductions in writing.

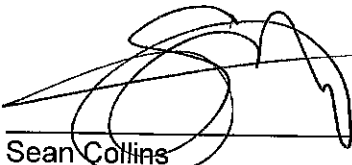
Section 6. Indemnity

The Union hereby agrees to indemnify and protect the College against all forms of liability and claims which may arise by reason of the College's compliance with this Article.

Agreed to: March 8, 2024



Robert F. Manfredro
On behalf of Skidmore College



Sean Collins
On behalf of SEIU Local 200United

Faculty Bargaining Committee:

Eric B. Schille

Carolyn Jones

John

James

John Mackay

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Robby