



TO: ALL NEW PARAPROFESSIONALS
FROM: REGION 14
RE: UNION DUES

As a new member of the Region 14 staff you must notify the Personnel Office if you are going to be a member of Local 1303-257 of Council #4 of the American Federation of State, County and Municipal Employees Union. Attached is a copy of the Article XIII of the contract which explains deductions for Union affiliation. Please complete the form below and return it to the Personnel Office within 15 days of your date of hire.

I will join the Union

I will not join the Union

Signature

Date

ARTICLE XIII
DUES DEDUCTION

- 13.1 Union dues or agency service fees, when duly authorized, shall be deducted in ten (JO) monthly installments beginning the second payroll period in September and each month thereafter.
- 13.2 The names of paraprofessionals employed to fill positions covered by the Agreement shall be furnished to the Union by the Board.
- 13.3 The deductions shall be sent to the Financial Officer of Local 1303 of Council 4 no later than fifteen (15) calendar days from the day for which they are deducted.
- 13.4 The Board agrees to deduct Union dues or the agency service fee from the salaries of the paraprofessionals following authorization in writing by each paraprofessional, and holds them harmless in such process.
- 13.5 The Union agrees to defend, indemnify and save the Board harmless against any and all claims, demands, suits or other forms of liabilities, including but not limited to, all legal fees and costs that shall arise out of or by reason of any action taken or not taken by the Board for the purpose of complying with any of the provisions of this agreement regarding dues/fees.