

FIRST PROPOSAL
ANN ARBOR PUBLIC SCHOOLS
JANUARY 17, 2025

PAYROLL DEDUCTION OF DUES

Under JANUS v. AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, COUNCIL 31, ET AL. Neither an agency fee nor any other payment to the Union may be deducted from a nonmembers' wages, nor may any other attempt be made to collect such a payment unless the employee affirmatively consents in writing to pay. If the employee consents to the payroll deduction in writing the following procedures apply.

This Article shall become effective on March 13, 2025 of the year the Union notifies the Employer of its intent to implement payroll deduction of Union dues.

This Article shall become effective on March 13, 2025, the Union shall provide the Employer a list of persons who are members of the Union and wish to have dues deducted. Upon receipt of that list, the Employer will deduct the appropriate amount of dues from the Union members' wages. The Union shall notify the Employer of the amount of dues to be collected.

Any unit member who is hired after March 13, 2025 and chooses to become a member of the Union shall complete and sign a Union membership form, which shall authorize the deduction of Union dues from their wages.

The Employer shall process payroll deduction forms received from members within ten (10) days, when practicable, of receipt. Such authorizations shall continue in effect from year-to-year unless revoked in writing by the member under procedures administered by the Union.

Pursuant to such authorization, the Employer shall deduct equal installments of total dues from the regular payroll amounts of the bargaining unit member, beginning in the first paycheck in March 13, 2025 and ending in the second paycheck in March 13, 2025 of each year.

The per-pay deduction amount shall be calculated and communicated to the District by the Union.

After March 13, 2025, to have a deduction begin on the next payroll of the month the Union must notify the District by the end of the regular pay cycle for that month, which is typically seven (7) calendar days before the pay date.

If the payroll deduction amounts change within the course of any school year, the Union shall provide to the Employer a payroll change form for any affected member to apply within ten (10) days, when practicable, of receipt to any remaining pays per the deduction schedule defined above.

All sums deducted by the Employer for dues deduction shall be remitted to the Union via March 13, 2025 within ten (10) days of each bi-weekly deduction in the months with the deductions were made and an amount shall be remitted to the financial officer of the union.

A. *Change of Member Status*

To withdraw their authorization of membership dues deduction, an Employee must notify the Union in writing that they wish to withdraw from membership and remove their authorization of dues deduction.

B. Payroll Deduction of Voluntary Contributions

Union members may also authorize the deduction of voluntary contributions to the political action fund.

The Employer agrees to collect such deductions according to the same process as provided for dues above.

C. Indemnification

In the event of any legal action against the Employer brought in a court or a complaint in any administrative agency because it complied with this Article, the Union agrees to defend, indemnify and hold harmless the Employer and its Board of Education, employees, agents or representatives in such action, at its own expense and through its own counsel. The Union also agrees that in any action so defended, it will indemnify and hold harmless the Employer and its Board of Education, employees, agents or representatives in such action, from any liability for damages and costs imposed by a final judgment of a court or administrative agency as a consequence of the Employer's compliance with this Article provided:

The Employer gives timely notice as soon as practicable after being served of such action to the Union and permits the Union intervention as a party as allowed by law if it so desires, and

The Employer cooperates with the Union and its counsel in securing and giving evidence, obtaining witnesses, and making relevant information available at both trial and appellate levels as required by law, and

The Union shall have complete authority to compromise and settle all claims which it defends under this section after giving written notice to the Employer.

ANN ARBOR PUBLIC SCHOOLS AFSCME C925 and Local 1182


Shonta Langford, Asst. Superintendent
Ann Arbor Public Schools

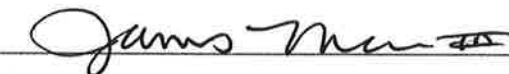
Date

3/13/25


Melvin Brabson, Staff Representative
AFSCME

Date

3/13/25


James Marcum, TSP Chief Steward
AFSCME

Date

3/13/2025