

## 3357:13-16-455 Fair Share and Dues Check Off

Fair Share and Dues Check Off constitutes Article XXIII of the Agreement between North Central State College and the chapter of the North Central State Faculty Association-American Association of University Professors (NCSFA-AAUP)

### Article XXIII. Fair Share and Dues Check Off

Section 23.01 The College will deduct regular union dues, fees, fines, and assessments established under the terms of the NCSFA-AAUP Constitution, using payroll deduction for the NCSFA-AAUP members. No member of the bargaining unit shall be required to become a member of the NCSFA-AAUP as a condition for securing or retaining employment at the College. For all faculty hired after 10/26/11, the College shall deduct from each employee covered by this agreement who is not a member of the NCSFA-AAUP a fair share fee, consistent with the NCSFA-AAUP lawful assessment, such assessment not to exceed the amount of regular union dues paid by members of the NCSFA-AAUP. Payments by members of the bargaining unit holding religious objections shall be governed by Section 4117.09 (C) of the Ohio Revised Code. The College shall access no charge upon NCSFA-AAUP for the administering of these deductions.

Section 23.02 Bi-weekly deductions will be remitted to the NCSFA-AAUP no later than the 7 (seven) days after the pay date together with a list of the bargaining unit members paying such dues or fees by payroll deduction.

Section 23.03 Upon written request from the College, the Association shall promptly provide to the College any information and documentation necessary for the College to satisfy itself that the Association is in compliance with all legal requirements regarding the implementation of this Article.

Effective: August 23, 2017

Expires: May 11, 2020

Review Dates: 5/22/98,12/17/08, 10/26/11, 8/27/14, 8/23/17