

## ARTICLE XXI -- PAYROLL DEDUCTIONS FOR AFSCME, LOCAL 1184 DUES

- A. On or before July 1 of each year, AFSCME, Local 1184 shall notify the Chief Financial Officer for Financial Affairs regarding:
  - 1. the amount of each Union dues deduction to be made; and,
  - 2. the number of deductions required during that contract year.
- B. The Chief Financial Officer for Financial Affairs shall request from AFSCME, Local 1184 the information required on the deduction card as follows:
  - 1. Work location;
  - 2. Employee number;
  - 3. Payroll code;
  - 4. Name of employee;
  - 5. Name of organization;
  - 6. Amount of dues or authorization to deduct whatever dues are assessed; and
  - 7. A statement that the School Board shall be absolved of any and all liability resulting from the collection of authorized dues.
- C. AFSCME, Local 1184 shall be required to submit completed and correct payroll deduction authorization cards, including the manual signature of the employee, to the Payroll Section at least three weeks before the initial deduction is to be made.
- D. The authorization cards shall be retained on file in the Payroll Section as long as AFSCME, Local 1184 is the certified bargaining agent of the unit.
- E. The School Board agrees to deduct the regular Union dues of each employee who is a Union member from his/her pay and to remit such deductions to the Union within 10 days of the date of the deduction.
- F. Any employee in the unit desiring to change or revoke his dues deduction authorization must submit a request for such change or revocation to AFSCME, Local 1184 at least 30 days prior to the effective date of such change. At no time shall AFSCME, Local 1184 present to the Payroll Section a requested change which cannot be implemented.
- G. AFSCME, Local 1184 shall be responsible for the collection of any arrears due it.
- H. AFSCME, Local 1184 will notify the Deputy Superintendent of Business Operations, in writing, 30 days prior to any change in regular dues deduction.
- I. The School Board shall be absolved of any and all liability resulting from the collection of authorized Union dues.

## ARTICLE XXI (cont.)

### J. Deductions for Economic Services

1. The Union reserves the right to endorse up to two voluntary insurance products to be offered to union members including dental, vision, tax sheltered annuities, or any other group product, excluding health insurance of any kind.
2. In order to qualify for AFSCME endorsement, insurance carrier(s) providing such benefit(s) must agree to indemnify, save harmless and defend The School Board of Miami-Dade County, Florida, its employees and agents, from and against any and all claim, liability, losses, causes of action, costs or expense of whatever kind or nature (including, but not by way of limitation, attorney fees) which may arise out of the activities of the insurance carrier or carriers, their agents or employees.