

ARTICLE 5
PAYROLL DEDUCTION

5.1 Deductions. The Trustees shall deduct, bi-weekly and without unauthorized interruption (provided the faculty member has funds available), the following from the pay of those faculty members in the bargaining unit who individually and voluntarily make such request on a written authorization form as contained in Appendix "B" to this Agreement:

(a) The Trustees shall provide one after-tax deduction code for UFF membership dues and another after-tax deduction code for PAC contributions in an amount established by the UFF and certified in writing by the UFF state president to the Trustees; and

(b) The Trustees shall provide one pre-tax deduction code and one after-tax deduction code for UFF voluntary economic services programs. Deductions shall be made on a pre-tax or after-tax basis at the UFF's designation, provided there is no legal impediment to doing so and that a pre-tax deduction is permitted by the federal tax code. All such programs and deductions shall meet the requirements of state and federal law as well as University rules or regulations. The Trustees and the UFF agree that any proposed change in University rules or regulations impacting these programs and deductions shall be subject to collective bargaining negotiations before its implementation.

(c) Faculty members who have previously submitted UFF authorization forms and have not provided written notice to terminate dues will continue to have deductions made without the need to submit a new authorization form.

5.2 Timing of Deductions.

(a) The Trustees shall make deductions biweekly and without interruption (provided the faculty member has funds available), beginning with the first full pay period that commences at least seven (7) days following the date that the Office of Human Resources receives the authorization.

(b) The UFF shall give written notice to the Trustees of any changes in its dues not later than forty-five (45) days prior to the effective date of any such changes.

5.3 Remittance.

(a) The Trustees shall remit dues and other authorized deductions to the UFF state office on a biweekly basis within fifteen (15) days following the end of the pay period.

(b) Accompanying each remittance shall be a list in electronic form containing the following information for each faculty member from whose salary a deduction has been made:

(1) Name of the faculty member;

Approved: Michael Mattione
For the University of Florida
Board of Trustees

Approved: Chris Smithey
For the United Faculty of Florida

Date: 2/3/2006

Date: February 3, 2006

- (2) Bi-weekly salary of the faculty member; and
- (3) Amounts deducted from the faculty member's salary.

5.4 Termination of Deduction.

(a) The Trustees' responsibility for deducting dues and other authorized deductions from a faculty member's salary shall terminate automatically upon either

(1) thirty (30) days written notice from the faculty member to both the University Human Resources office and the UFF revoking that faculty member's prior deduction authorization, or

(2) the termination of employment of the authorizing faculty member.

(b) The Office of Human Resources shall provide the UFF with a copy of any written authorization from a faculty member terminating dues or other deductions within ten (10) days of the date the authorization was received.

5.5 Reinstatement of Deduction.

(a) The Trustees shall reinstate dues deductions for faculty members who have previously filed authorization for dues deduction and who have not revoked that authorization pursuant to Section 5.4, above, but whose payroll deductions have been nonetheless discontinued for any other reason.

(b) The Trustees shall deduct and remit to the UFF dues for any period for which dues deductions were not, but should have been, made.

5.6 Indemnification. The UFF assumes responsibility for (1) all claims against the Trustees, including the cost of defending such actions, arising from their compliance with this Article, and for (2) all monies deducted under this Article and remitted to the UFF. The UFF shall promptly refund to the Trustees excess monies received under this Article. Nothing herein shall make the Trustees a fiduciary for any benefits offered by the UFF. This subsection does not relieve the Trustees of their responsibility to comply with the provisions of this Article.

5.7 Exceptions. The Trustees will not deduct any UFF fines, penalties, or special assessments from the pay of any faculty member, nor are the Trustees obligated to provide more than four (4) payroll deduction fields for the purpose of making the deductions described in this Article.

5.8 Termination of Agreement. The Trustees' responsibilities under this Article shall terminate automatically upon (1) decertification of the UFF or the suspension or revocation of its certification by the Florida Public Employees Relations Commission, or (2) revocation of the UFF's deduction privilege by the Florida Public Employees Relations Commission.

Approved: Michael Mattson
For the University of Florida
Board of Trustees

Approved: Chris Snyder
For the United Faculty of Florida

Date: 2/3/2006

Date: February 3, 2006