

TENTATIVE AGREEMENT

14.1 Dues and Payroll Deductions

Employees who desire to have dues or fees, as specified in this Agreement, deducted from the pay to which they would otherwise be entitled, and to have those funds paid to the ESSA, shall authorize such payroll deductions by executing a check-off on a form mutually agreed to by the parties to this Agreement. Upon receiving such authorization, the District shall make the deductions so authorized and promptly forward these deductions to the ESSA. No other employee organization shall be accorded payroll deduction privileges with regard to the District education support employees. The ESSA shall immediately notify the District in writing of any decrease or increase in authorized dues or fees to be deducted. The District shall make the appropriate adjustment in payroll deductions upon receipt of the employee authorization for the change. Should an employee temporarily be in an unpaid status, the District shall continue to account for the dues arrearage and shall make the deduction from the employee's pay upon return to paid status. An employee who wants to establish a repayment plan must contact the payroll office. The District shall remit employee-authorized ESSA deductions to the duly authorized representative of the ESSA, together with a list of names of the employees from whom payroll deductions are made. The ESSA agrees to hold the District free from all liabilities in connection with the collection of dues or fees, except that the District shall be held to the exercise of ordinary diligence and care in the transmittal of the monies to the ESSA.

The ESSA, as the exclusive representative of all the members of the bargaining unit, shall represent all such persons fairly and equally.

No person shall be required to join the ESSA, but membership in the ESSA shall be made available to all persons who apply consistent with the ESSA constitution and bylaws. No person shall be denied ESSA membership for any unlawful discriminatory reason.

Persons to be employed in the bargaining unit shall be informed by the District of their obligation to go to the ESSA Business Officer within ten (10) workdays of their date of employment. The District shall provide the ESSA notification of new employees within five (5) workdays on a standard form provided by the District. The District will also provide notice to ESSA on those members who are separating from employment.

Completed Dues Forms shall be forwarded to the District's payroll office.



Ivory McDaniel-Ilgenfritz Date
District Chief Spokesperson

10/17/22



Mary Ward
ESSA Spokesperson

10/17/2022

Date

April Johnson