



# ASSOCIATION OF PROFESSIONAL DISABLED SERVICE EMPLOYEES

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## Disability Community Resource Center Union Dues Payroll Deduction Authorization

Date Signed by the Collective Bargaining Unit Employee Member: \_\_\_\_\_

Last name: \_\_\_\_\_ First name: \_\_\_\_\_ Date of birth: \_\_\_\_\_

Work Classification: \_\_\_\_\_ Pay grade: \_\_\_\_\_ Date first employed by DCRC: \_\_\_\_\_

I, \_\_\_\_\_ hereby willingly and voluntarily agree to authorize the Disability Community Resource Center ("DCRC") to deduct from my payroll wages (1) periodic union dues (2) initiation fees, and (3) reinstatement fees pursuant to and in accordance with the fully enforceable Collective Bargaining Agreement ("CBA") entered into and executed between the Association of Professional Disabled Service Employees ("APDSE"), the Labor Union and the DCRC, the Employer, on May 01, 2018. The above captioned DCRC employee freely and willingly authorize this employer to deduct the above Labor Union fees from this employee's salary to be transmitted to the APDSE pursuant to and in accordance with the National Labor Relations Act ("NLRA"), as amended, and the Labor Management Recording and Disclosures Act of 1959 ("LMRDA").

The above Collective Bargaining Unit Employee's Labor Union's Payroll Authorization was submitted on (date) \_\_\_/\_\_\_/\_\_\_ to the Employer's Representative (name) \_\_\_\_\_ and title \_\_\_\_\_ by this Collective Bargaining Agent's designee (name) \_\_\_\_\_ and (title) \_\_\_\_\_ via (1) one of the (4) four below circled methods of service

Via Registered Mail	Via Overnight Mail	Via Personal Service	Via Email
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Employer's Representative that received the above Collective Bargaining Unit Employee's Labor Union's Payroll Authorization (name) \_\_\_\_\_ Title: \_\_\_\_\_

Signature of the Employer's Representative (name): \_\_\_\_\_ Date \_\_\_/\_\_\_/\_\_\_ the above Collective Bargaining Unit Employee's Labor Union's Payroll Authorization was transmitted by the above designee the Association of Professional Disabled Service Employee's ("APDSE").

A copy of the above Collective Bargaining Unit Employee's Labor Union's Payroll Authorization was sent to the labor union on, (date) \_\_\_/\_\_\_/\_\_\_ by the Employer's Representative (name) \_\_\_\_\_.

Signatures of the APDSE Board President/Chief Labor Negotiator & Recording Secretary/Union Labor Liaison Representative acknowledging receipt of the Labor Union Payroll Authorization

Board President \_\_\_\_\_, (date) \_\_\_/\_\_\_/\_\_\_

Recording Secretary/Labor Union Liaison Representative \_\_\_\_\_, (date) \_\_\_/\_\_\_/\_\_\_.

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The employer and the Collective Bargaining Agent, the labor union, entered into and executed a fully enforceable CBA on May 1<sup>st</sup>, 2018 after the labor union was certified as the Collective Bargaining Agent, the labor union on March 13<sup>th</sup>, 2015, to represent the work classifications as provided pursuant to Article I § 1 of this Collective Bargaining Agreement. The CBA provides for the collection of labor union dues for the collection of 1) Periodic union dues, 2) Initiation fees, and 3) reinstatement fees, pursuant to Article I § 2. All non-probationary employees that are covered by this CBA are required as a condition of their employment with DCRC to pay periodic union dues, initiation fees and reinstatement fees to the APDSE. Under the APDSE amended Constitution, members are required to pay 1.8 % of their net salary to the union. Under Beck vs. Communication Workers of America, employees covered under any CBA may pay a reduced agency fee to satisfy the provision within the APDSE CBA with respect to the above security clause provision. Agency fee payers are not members of this union and shall pay 1.2 % of their net salary to satisfy the provisions of the above security clause in accordance with the APDSE Constitution as amended. Initiation fees are specified under the APDSE Constitution and set in the amount of \$80, which is to be paid to the union after an employee serves their probationary period, in accordance with the above CBA provision. The DCRC shall deduct the initiation fee in two (2) split payments, no periodic dues shall be deducted in any same month that initiate are also paid