

TENTATIVELY AGREED
ARTICLE XX – UNION SECURITY

The Parties tentatively agree to include the following Article in a collective agreement. It is understood that final agreement is subject to ratification of the Parties' respective principals following tentative agreement on all matters. Article numbering, including any Article cross-referencing, is subject to change following agreement on all matters. The Parties reserve the right to amend or withdraw any proposal herein prior to reaching a complete tentative agreement with CUPE, or to correct an error or omission.

XX.01 Union Dues and Membership

- (a) The Employer will, during the term of this Collective Agreement, deduct from the pay of each member of the Bargaining Unit Union dues in the amount specified in writing from time to time by the Treasurer of the Local, and shall remit same, accompanied by a list of Employees and their unique employee identifiers from whose pay deductions have been made and the amount of such deductions, in an agreed upon electronic format no later than one (1) week after the deductions have been made.
- (b) In the event that the Employer fails to deduct dues from a member of the Bargaining Unit for work which the member has completed, the Employer will correct such failure during the next pay period, or at the Employee's election by an agreed upon re-payment schedule within the duration of the Employee's contract. Before filing a grievance for failure to properly deduct Union dues, the Union will advise the Employer in writing on a timely basis to provide the Employer with an opportunity to correct the matter.
- (c) Every Employee of the Bargaining Unit who is now, or hereafter becomes a member of the Union, shall maintain their membership in the Union.
- (d) Every new Employee shall, within thirty (30) days after the commencement of their employment, become a member of the Union. The Employer will inform new Employees of this requirement.
- (e) The Union will provide the Employer with thirty (30) days' notice of any change to the amount to be deducted from the pay of Bargaining Unit Members pursuant to Article XX.01.

XX.02 The Union shall indemnify and save the Employer harmless from any legal actions or liabilities arising from the application of Article XX.01 and XX.05.

XX.03 The Employer will continue to make available to CUPE Local 3906, electronic media, duplication, computing and audio-visual services, telephone services, purchasing services and mail addressing services at the internal department going rate.

XX.04 The Employer will provide to CUPE Local 3906, Unit 4, access to meeting

rooms on campus for Union business through the University's room booking offices, following the normal booking procedures and regulations.

XX.05 Union Initiation Fee

- (a) The University will deduct an initiation fee in the amount instructed by the Union, once per Employee. The payroll team will remit the collected fees to the Union as part of their regular third-party remittances
- (b) With the remittances, a report will be sent to the Union documenting who had the fee deducted and the total amount deducted with each remittance.
- (c) The initiation fee will be deducted and remitted to the Union after the third pay period of each of the fall, winter, spring, and summer semesters.
- (d) If the Union elects to change the initiation fee, it will provide the Employer with six (6) weeks' notice.

For the Union:

Mitchell Lupa Date
President, CUPE Local 3906

Caleb Smolenaars Date
Lead Steward, CUPE Local 3906

For the University:

Maggie Pooran Date
Lead Spokesperson, Executive Director, Health, Safety, Wellbeing & Labour Relations

Chris Eley Date
Acting Director, Housing & Conference Services & Chair, University Bargaining Team