Working from Union's last proposal December 8, 2025.

This proposal is offered again as a package with the withdrawal of UNION RELEASE ALLOCATION.

Previously proposed Corporation language, here adopted by the Union.

ARTICLE XX
UNION SECURITY

Section A. Employees are free to decide whether or not they wish to join the Union and pay membership dues. An Employee shall not be required to become a member of the Union as a condition of employment.

Section B~~A~~. The Corporation shall deduct membership dues and initiation fees from Employees who provide written authorization. The Union will communicate the amount of such dues and fees to the Corporation.

Section C~~B~~**.** All Employees covered by this Agreement who choose not to acquire and maintain membership in the Union shall be required as a condition of continued employment to pay to the Union each month, beginning no later than thirty-one (31) days after the date of their employment, or after the ratification of this Agreement, whichever is later, a Fair Share Agency fee. The amount of such Fair Share Agency Fees will be set by the Union in a manner consistent with legal requirements.

The Union may request that an Employee who chooses not to join the Union, maintain Union membership, or pay such Fair Share Agency Fee be dismissed from employment. Prior to any dismissal, the Employee shall be offered an opportunity within thirty-one (31) days, following the written notification from the Union to the Corporation requesting discharge, to pay the required dues and/or fees that have not been tendered. If the Employee fails to pay within that time period, and the Union so verifies, the Corporation shall dismiss the Employee from employment.

Section D~~C~~**.** Upon notification (either from the Employee or from the Union) that an Employee has provided authorization, the Corporation shall deduct Union membership dues and fees from the paycheck of such member or Fair Share Agency Fee payer commencing with the next paycheck provided the authorization form is received five (5) days prior to the close of the payroll period.

1. If an Employee contacts Harvard to request that payroll deduction be ended, Harvard will promptly notify the Union and refer the Employee to the Union to process the request. The Union will notify the Corporation of any change to the deduction authorization of said employee.

2. If an Employee asks questions about the Union payroll deduction or the Union in general, the Corporation will refer the Employee to the Union. The Corporation will not discourage Employees from becoming members of the Union.

Section E~~D~~. On the first business day of the month, the Corporation shall electronically transmit the dues and fees, including Fair Share Agency Fees, deducted for all pay periods in the preceding month to the Local Union together with an electronic list of the Employees from whom deductions were made. The list shall include the employee's first name, last name, middle name, preferred name, HUID, hiring date, job classification, gross pay, and deduction amount(s) with a code identifying the type of deduction.

Sections D~~C~~ and E~~D~~ will be implemented no later than 60 calendar days after ratification.

Section F~~E~~. The Union agrees to indemnify and hold the Corporation harmless for any claims, actions, or proceedings (for actions taken which were authorized by the Union) arising out of its transmission of the dues and initiation fees pursuant to this Article.

Section G~~F~~. All Employee appointment letters shall include the following statement: “This position is covered by the collective bargaining agreement between the University and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of American (UAW) and its Local Union, Harvard Academic Workers (HAW-UAW). This collective bargaining agreement determines this position’s working conditions and benefits.” Included alongside this statement shall be a web address, supplied by HAW.

Section H~~G~~. Employees who elect to join the Union may choose to contribute to the UAW Voluntary Community Action program (UAW V-CAP), pursuant to federal regulations regarding immigration status. Upon notification (either from the Employee or the Union) that an Employee has provided authorization of specific contributions to the UAW V-CAP, the Corporation shall deduct such amounts on each paycheck of the Employee and remit said deductions to the Local Union. Such deductions and remittances shall follow the same procedures and timelines as those for dues and Fair Share Agency Fees, outlined above.