

**ARTICLE 25**  
**PAYROLL DEDUCTION**

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4 25.1 Deductions. The Board shall deduct, biweekly and without unauthorized interruption  
5 (provided the faculty member has funds available), the following from the pay of those  
6 faculty members in the bargaining unit who individually and voluntarily make such  
7 requests on a written authorization form such as contained in Appendix "B" to this  
8 Agreement:  
9

10 (a) The Board shall provide one post-tax deduction code for UFF membership  
11 dues and another post-tax deduction code for PAC contributions in the amount provided  
12 by the UFF and certified in writing by the UFF State President to the Board; and

13 (b) One pre-tax deduction code and one post-tax deduction code for UFF  
14 voluntary economic services programs. Deductions shall be made on a pre-tax or post-  
15 tax basis at the UFF's designation, provided there is no legal impediment to doing so and  
16 that a pre-tax deduction is permitted by the federal tax code. All such programs and  
17 deductions shall meet the requirements of state and federal law as well as Board rules and  
18 regulations. The Board shall not be obligated to adopt a UFF sponsored benefit program  
19 as an FSU sponsored benefit program. The Board and the UFF agree that any proposed  
20 change in Board rules and regulations impacting these programs and deductions shall be  
21 subject to negotiations before its implementation.  
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23 25.2 Timing of Deductions

24 (a) The Board shall make deductions biweekly and without <sup>unauthorized</sup> interruption (provided  
25 the faculty has funds available), beginning with the first full-pay period commencing not  
26 later than seven (7) business days following receipt of authorization.  
27

28 (b) The UFF shall give written notice to the Board of any changes in its dues at  
29 least forty-five (45) days prior to the effective date of any such changes.  
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31 25.3 Remittance.

32 (a) The Board shall remit dues and other authorized deductions to the UFF State  
33 Office on a biweekly basis within thirty (30) days following the end of the pay period.  
34

35 (b) Accompanying each remittance shall be a list containing the following  
36 information for each faculty member from whose salary the Board has made such  
37 deductions:

- 38 (1) Name and department of the faculty member;  
39 (2) Biweekly salary of faculty member; and  
40 (3) Amounts deducted from the faculty member's salary.

Approved: Michael Waller  
For the Florida State University  
Board of Trustees

Approved: [Signature]  
For the United Faculty of Florida/FSU

Date: May 3, 2004

Date: May 3, 2004

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2 (c) The Board shall provide this list in electronic form.  
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4 25.4 Termination of Deduction.

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

7 (1) thirty (30) days written notice from the faculty member to the Board  
8 and UFF revoking that faculty member's prior deduction authorization, or

9 (2) the transfer of the authorizing faculty member out of the bargaining  
10 unit.  
11

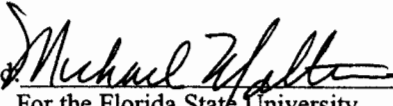
12 (b) Consistent with the provisions of Section 1.2, the Board or representative shall  
13 notify the local UFF Chapter when it proposes to reclassify a faculty member to a  
14 classification that is not contained in the General Faculty bargaining unit.  
15

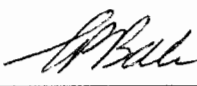
16 25.5 Reinstatement of Deduction. The Board or representative shall reinstate dues  
17 deductions for faculty members who have previously filed authorization for dues  
18 deduction and are subsequently placed in leave without pay status, or who participate in  
19 the Phased Retirement Program, upon commencement of full- or part-time employment  
20 at the University.  
21

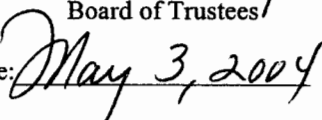
22 25.6 Indemnification. The UFF assumes responsibility for (1) all claims against the  
23 Board, including the cost of defending such actions, arising from the Board's compliance  
24 with this Article, and for (2) all monies deducted under this Article and remitted to the  
25 UFF. The UFF shall promptly refund to the Board excess monies received under this  
26 Article.  
27

28 25.7 Exceptions. The Board will not deduct any UFF fines, penalties, or special  
29 assessments from the pay of any faculty member, nor is the Board obligated to provide  
30 more than four (4) payroll deduction fields for the purpose of making the deductions  
31 described in this Article.  
32

33 25.8 Termination of Agreement. The Board's responsibilities under this Article shall  
34 terminate automatically upon (1) decertification of the UFF or the suspension or  
35 revocation of its certification by the Florida Public Employees Relations Commission, or  
36 (2) revocation of the UFF's deduction privilege by the Florida Public Employees  
37 Relations Commission.  
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Approved:   
For the Florida State University  
Board of Trustees

Approved:   
For the United Faculty of Florida/FSU

Date: 

Date: 