

February 1, 2018

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## UNION NON ECONOMIC PROPOSALS

### ARTICLE 6.4 MAINTENANCE IN MEMBERSHIP

~~Maintenance in Membership 6.4.1 Dues deduction, once initiated, shall continue until the authorization is revoked in writing by the employee. An employee may only revoke a dues authorization by delivering the written notice of revocation to the City's Municipal Employee Relations Officer with a copy to the Union. An employee may resign from such membership only during the thirty (30) calendar days prior to the expiration of this Memorandum of Agreement. 6.4.2 The written revocation notice shall be delivered to the Municipal Employees Relations Officer or his/her designee either in person at the Office of Employee Relations or by regular U.S. Mail, with a copy to the Union. 6.4.3 The Union shall indemnify the City and hold it harmless against any and all suits, claims, demands, and liabilities that may arise out of or by reason of the application of or implementation of the provisions of the Article.~~

Upon receipt of an employee's signed membership or other authorization form, including an authorization consistent with the Uniform Electronic Transactions Act, CITY OF SAN JOSE will deduct the appropriate dues or fees from the employee's pay, as established and as may be changed from time to time by IFPTE Local 21 and remit such dues or fees to IFPTE Local 21. Deductions will continue unless the employee mails a written revocation to IFPTE Local 21, in accordance with the terms of the authorization form, or, absent any such terms, by mailing a written revocation to the Union that is postmarked during the 30 day period immediately prior to the annual anniversary of the date on which the employee signed an authorization form. (new language for all bargaining units).

*AEA, CAMP & AMSP and IFPTE LOCAL 21 reserves the right to propose, alter, modify, or withdraw a proposal at any time prior to a final agreement.*