

## **ARTICLE 2. UNION SECURITY AND DUES DEDUCTION**

### **Section 1. Union Members in Good Standing**

Except as prohibited by applicable state law, it shall be a condition of employment that all employees of RAICES in the bargaining unit, as defined in Article 1, who are members of the Guild in good standing on the effective date of this Agreement shall remain members in good standing, and that no later than 31 days after their date of hire or the effective date of this Agreement, whichever comes later, employees shall become and remain members in good standing in the Guild. The provisions of this Article shall be effective, implemented, and administered in accordance and consistent with applicable provisions of federal and state laws.

### **Section 2. Dues**

RAICES shall, in compliance with all applicable laws and on the basis of an employee's individually signed voluntary check-off authorization, deduct dues or fees equivalent to dues and assessments levied by the Guild for the current month. These amounts shall be deducted each pay period from employees' wages and sent to the Guild by the fifth day of the following month. Deductions will begin with the next full pay period following RAICES's receipt of the check-off authorization. Attached hereto as "Appendix X" is a copy of the Guild's Assignment and Authorization to Deduct Guild Membership dues.

### **Section 3. Indemnification**

The Guild shall indemnify, defend and save the RAICES harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any action by RAICES for the purpose of complying with this Article.

### **Section 4. Payroll Deductions for PAF**

RAICES shall provide for payroll deductions for the Communication Workers of America (CWA) Political Action Fund (PAF) on behalf of employees who voluntarily authorize such deductions in writing.