

ARTICLE II. AGENCY SHOP

Section A: Acceptance of Employment Conditions

The Employer agrees that, as a condition of employment in the West Sound Technical Skills Center, any and all certificated employee(s) not specifically excluded from the bargaining unit represented by the Association shall agree, within ten (10) calendar days of their employment, to either join the Association or pay as representation fee an amount equivalent to membership dues and fees of the Association (including the Washington Education Association and National Education Association dues and fees). Provision is made herein this Article for payment of the representation fee to a charitable organization as based on bona fide religious tenets or teachings of a church or religious group of which said employee is a member.

Section B: Association Dues

On or before August 25 of each school year, the Association shall give written notice to the Employer of:

1. the dollar amount of dues and assessments of the Association including the Washington Education Association and the National Education Association, which dues and assessments are to be deducted in the coming school year under payroll deduction, and/or
2. the name of the charitable organization.

The total for these deductions shall not be subject to change during the school year. The Employer agrees to deduct and distribute said dues upon receipt of an assignment of wages form. The deductions authorized above shall be made in twelve (12) equal amounts from each pay warrant beginning with the pay periods in September and continuing through the pay period in August of each year. An employee who commences employment after September 1 shall have his/her dues/representation fees prorated and deducted in equal amounts for each month the employee is employed during the period of September to August, inclusive. The Employer agrees to promptly remit directly to the Washington Education Association all monies so deducted, accompanied by a list of employees from whose wages the deductions have been made. A duplicate list shall be promptly provided the Association as receipt for said transaction. On or before the monthly pay period, the Employer shall notify the Association of any changes in said list due to employees entering or leaving employment of Skills Center.

Section C: Charitable Organization Deductions

Any employee claiming a bona fide religious objection shall notify the Association and the Employer of such objections, in writing, within ten (10) days of commencement of employment.

Section D: Termination

In the event an employee is terminated or leaves paid employment of the Skills Center between September 1 and June 30 of any school year within the duration of this Agreement, the Employer shall deduct monthly dues through the employee's final month of active employment.