

## ARTICLE 8

### DUES DEDUCTION

In the event Florida law changes to authorize payroll deductions for the union dues, upon the Union's request, the parties agree to re-open only this section within thirty (30) days to discuss.

- 8.1 ~~Any employee, permanent full-time or permanent part-time, covered by this Agreement, may authorize payroll deduction of Union membership dues by signing a Union Authorization card. Such authorization may be revoked by said employee only after the employee serves a written notice to the Union of the employee's intentions. Said notice is to be on the same form as above. Within seventy-two (72) hours, the Union will initial, copy, and forward the stop dues payments form indicating the date received by the Union, to the Labor Relations Official. Thirty (30) days after receipt by the Union of the form, the City shall stop withholding Union dues from the employee.~~
- 8.2 ~~The Union will notify the City, in writing, of the amount of its membership dues. Changes in Union membership dues will be provided to the City, in writing, at least thirty (30) days in advance of the effective date of any change.~~
- 8.3 ~~When authorized by the employee pursuant to Article 8.1, dues shall be deducted each pay period and the monies shall be remitted to the Union within thirty (30) days. Dues will be deducted equally from each pay period.~~
- 8.4 ~~The effective date for deducting dues shall be the beginning of the pay period following the date the Union Authorization Card is signed and received by the Human Resources Department. The effective date for the stopping of Dues Deductions shall be the beginning of the pay period thirty (30) days following the date the form is signed and received by the Human Resources Department.~~
- 8.5 ~~For each employee who signs and submits an authorization form, the City shall withhold from wages of each payroll check voluntary contributions in any whole amount but no less than one dollar (\$1.00) for the Unions Committee on Political Education (COPE). The City shall forward such contributions once a month in the form of a check (payable to SEIU FPSU) to the designated officials of the Union by the tenth (10th) day of the month following the deductions. At the same time, the City shall forward a list showing the names and amount of the contributions deducted for each employee.~~

  
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8.6 — The Union will indemnify, defend, and hold the City harmless from any claims or demands against the City based on any payroll deduction made on its behalf.

8.7 — No deduction shall be made from the pay of any employee for any payroll period in which the employee's net earnings for that payroll period, after all other authorized or required deductions are less than the amount of dues to be deducted.

8.8 — If a Union member is on an unpaid status, it is his/her responsibility to keep his/her Union dues current.



City Of Orlando



SEIU

6/18/25

Date

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Date

City Proposal 05/15/25