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**ARTICLE 15  
PAYROLL DEDUCTION**

Article 15, Payroll Deduction is deleted pursuant to Senate Bill 256, effective July 1, 2023, as it prohibits a bargaining agent from having its dues deducted and collected by the employer from the salaries of those employees in the unit. In the event Florida law is revised to allow salary deduction and collection of dues of a bargaining agent by an employer, such deduction and collection will resume pursuant to the process in Appendix F.

11 ~~1.1 — Deductions. The University will deduct, twice monthly, the following from the pay of~~  
12 ~~those bargaining unit members who individually and voluntarily make such request on an~~  
13 ~~authorization form provided by UFF.~~

14 ~~(a) — The form, electronic or paper based, must specifically state the amount (whether as~~  
15 ~~a set dollar amount or percentage of earnings) to be deducted, as established by~~  
16 ~~UFF.~~

17 ~~(b) — The form must also include, at a minimum, the bargaining unit member’s name,~~  
18 ~~signature, and signature date.~~

19 ~~(c) — The executed form must be submitted electronically to the University’s payroll~~  
20 ~~department ([payroll@floridapoly.edu](mailto:payroll@floridapoly.edu)).~~

21 ~~1.2 — Timing of Deductions.~~

22 ~~(a) — The University will make deductions each pay period, beginning with the first full~~  
23 ~~pay period commencing at least thirty (30) days following receipt of authorization.~~

24 ~~(b) — UFF must give written notice to the Board of any changes in its dues at least forty~~  
25 ~~five (45) days prior to the effective date of any such changes.~~

26 ~~1.3 — Remittance.~~

27 ~~(a) — The University must remit dues and other authorized deductions to the UFF State~~  
28 ~~Office on a bi-monthly basis within thirty (30) days following the end of the pay~~  
29 ~~period by automatic funds transfer.~~

30 ~~(b) — Accompanying each remittance will be a list containing the following information~~  
31 ~~relating to each dues-paying member:~~

32 ~~(1) — Names and departments of the bargaining unit members;~~

33 ~~(2) — Amounts deducted.~~

34 ~~1.4 — Termination of Deduction. The University’s responsibility for deducting dues and other~~  
35 ~~authorized deductions from a bargaining unit member’s salary will terminate automatically~~  
36 ~~upon either:~~

37 ~~(a) — thirty (30) days advanced written notice from the bargaining unit member to the~~

38 University's payroll ([payroll@floridapoly.edu](mailto:payroll@floridapoly.edu)) and Human Resources departments  
39 ([hr@floridapoly.edu](mailto:hr@floridapoly.edu)), and to the UFF revoking that bargaining unit member's prior  
40 deduction authorization, or;

41 ~~(b) — the transfer of the authorizing bargaining unit member out of the bargaining unit.~~

42 ~~1.5 — Indemnification. The UFF assumes responsibility for (1) all claims against the University,~~  
43 ~~including the cost of defending such actions, arising from the University's compliance with~~  
44 ~~this Article, and for (2) all monies deducted under this Article and remitted to the UFF.~~  
45 ~~The UFF must promptly refund the University excess monies received under this Article.~~

46 ~~1.6 — Exceptions. The University will not deduct any UFF fines, penalties, or special assessments~~  
47 ~~from the pay of any bargaining unit member, nor is the University obligated to provide~~  
48 ~~more than one (1) payroll deduction field for the purpose of making the deductions~~  
49 ~~described in this Article.~~

50 ~~1.7 — Termination of Agreement. The University's responsibilities under this Article will~~  
51 ~~terminate automatically upon either:~~

52 ~~(a) — decertification of the UFF or the suspension or revocation of its certification by the~~  
53 ~~Florida Public Employees Relations Commission, or;~~

54 ~~(b)(a) revocation of the UFF's deduction privilege by the Florida Public Employees~~  
55 ~~Relations Commission.~~

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For the University

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For the UFF

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David Fugett  
General Counsel

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Wylie Lenz  
Chief Negotiator

Date \_\_\_\_\_

Date \_\_\_\_\_