

Memorandum of Understanding

The Oregon School Employees Association Chapter #57 (hereafter the "OSEA"), the Siuslaw School District #97J (hereafter "District") as a result of the Janus Decision agree to modify Article 6.4, 6.5 and 6.6 to the following:

6.4 List of Members

The District agrees to ~~mail~~ furnish to the Union's State office each October, the names, **employee identification number, annual salary, number of paychecks received for the year, number of months worked, job title, hours per day, work and home email addresses, and home addresses, home and cell phone numbers and district worksite location** of all employees in the bargaining unit, ~~and any additions or deletions quarterly thereafter.~~ **The District will provide a list each month with all newly hired employees covered by this agreement with the same information, as well as a list of all employees covered by this Agreement who terminate employment.**

6.5 Payroll Deductions

6.5.1 The District agrees to deduct from the salaries of it's regular employees as requested in writing by the individual employee and make remittance to the appropriate agency for:

- a. Union Dues
- b. ~~Fair Share fees (no written authorization required)~~
- c. Tax sheltered annuities
- d. Credit Union
- e. Premiums for Board-approved insurance program.

6.5.2 The Union agrees to hold the District harmless against any and all claims, suits, orders or judgements brought against the District as a result of the provisions in this ~~Section~~ **Article**.

6.5.3 Two union representatives, elected or appointed from the chapter, shall be allowed sixteen man-hours of time off without loss of pay annually to attend the Union annual conference. Additional time off without loss of pay may be agreed upon by the parties subject to the make-up of lost time by said employees and the voluntary waiver of any overtime obligations that would otherwise incur.

6.6 Dues Check-off/Fair Share

6.6.1 Union Dues

- a. The district shall deduct from the wages of each bargaining unit member the dues of the Union when it receives a written authorization from the member. The authorization shall remain in effect until and unless expressly revoked by the member.

- b. Forwarding Dues - The District agrees to forward to the State Office of the Union, the dues collected from Union members. Transmittal will be by a form listing all bargaining unit members designating as a Union member.
- c. Notice to New Employees - The District agrees to notify each new employee upon employment that the Association is recognized as the exclusive bargaining agent for employees in the bargaining unit.

6.6.2—Fair Share

~~a. Deduction Required~~

~~All members of the bargaining unit who are not members of the Union shall have deducted from their pay an amount equal to the Union dues.~~

~~b. Fair Share Amount~~

~~The amount of fair share payment shall be the equivalent of the amount regularly required of Association members of Association dues.~~

~~c. Religious Exemption~~

~~The fair share payment requirement shall not apply to any employee exercising his legal objection on grounds of religious belief as guaranteed by Oregon law~~

~~d. Forwarding Dues/Fair Share~~

~~The District agrees to forward to the State Office of the Union, the dues collected from Union members and the fair share amounts. Transmittal will be by a form listing all bargaining unit members designating as a Union member or fair share deductee.~~


~~e. Notice to New Employees~~

~~The District agrees to notify each new employee upon employment that the Association is recognized as the exclusive bargaining agent for employees in the bargaining unit.~~

~~f. Hold Harmless~~

~~The Association agrees to hold the District harmless for any errors committed in providing the services required in this Article.~~

The parties agree that all provisions of the collective bargaining agreement not modified by this Memorandum of Understanding will remain in full force and effect.

For the District  Date 9/10/18

For the Association  Date 9-10-18

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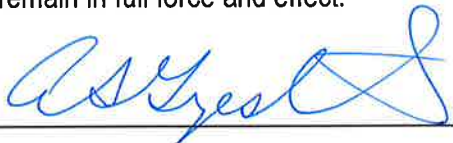
6.6 Dues Check-off

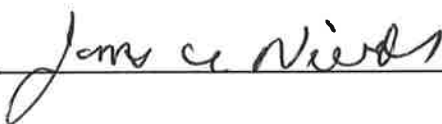
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