1 2

## ARTICLE 11

# **DUES/FEES DEDUCTION/STATUS REPORTS**

### 3 11.1 Union Security

All interpreters covered by this Agreement that are contracted through the coordinating entity(s) that the Health Care Authority (HCA) contracts with pursuant to 2ESHB 1087 (hereinafter referred to as coordinating entity) will, as a condition of employment, either become members of the Union and pay membership dues or, as non-members, pay a fee as described in Section 11.2 below.

9 11.2 Union Dues/Fees

- 10A.In accordance with RCW 41.56.113, the State shall enforce the Union security11agreement in Section 11.1 above by requiring the coordinating entity to deduct12the monthly amount of dues, or for nonmembers of the Union, a fee as described13below:
- 141.Interpreters who choose not to become union members will have deducted15from their payment(s) a representation fee equal to a pro rata share of16collective bargaining expenses rather than the full membership fee.
- 2. 17 An interpreter who does not join the Union based on bona fide religious 18 tenets, or teachings of a church or religious body of which he or she is a 19 member, will have deducted from their payments an amount equal to 20 Union membership dues. These payments will be used for purposes within 21 the program of the Union that are in harmony with the interpreter's 22 conscience. Such interpreters will not be members of the Union, but are 23 entitled to all of the representational rights of union members. Any 24 disputes regarding the eligibility of the interpreters to make alterative 25 payments and/or if the Union and the interpreter are unable to mutually 26 agree to a nonreligious charity or to another charitable organization, the

matter shall be forwarded to the Public Employment Relations 1 2 Commission (PERC) for final disposition.

- The deductions will be transmitted to the Union at the Union's official 3 Β. 4 headquarters no later than the five (5) business days following receipt of payment 5 to the coordinating entity. A list, including the full name, address, and tax identification number or other unique identification number of those for whom the 6 deductions have been taken will accompany the payments.
- 7

### 8 11.3 Notification to the Interpreters

9 The State will require the coordinating entity(s) to provide a document with information 10 of the Union's exclusive recognition and the union security provision to interpreters 11 within fifteen (15) days of the interpreter entering the bargaining unit. A copy of the 12 collective bargaining agreement will be provided to the interpreter at the same time. The 13 Union will provide the information document and copies of the contract for distribution 14 to interpreters.

15 11.4

# **Voluntary Deduction**

16 The State agrees to include in contracts with the coordinating entity(s) to provide for the 17 deduction from the payments to interpreters who is a member of the Union and is covered 18 under Section 11.1 a PEOPLE deduction as provided for in a written authorization. Such 19 authorization must be executed by the interpreter and may be revoked by the interpreter 20 at any time by giving written notice to both the coordinating entity and the Union. The 21 State will require in its contracts with coordinating entity(s) remittance of any deductions 22 made pursuant to this provision to the Union, at the specific address designated by the 23 Union together with a report showing;

- 24 A. Interpreter name
- 25 Β. Tax Identification Number or other unique identification number
- 26 С. Amount deducted

#### 1 11.5 **Status Reports**

2 The State will require its contracts with the coordinating entity(s) to provide to the Union 3 a report each month in an electronic format of the data listed in Subsections 11.5 A-F 4 below for each interpreter in the bargaining unit who was paid through the coordinating 5 entity(s) as described in Section 11.1.

- 6 A. Tax Identification Number or other unique identification number
- 7 B. Interpreter name
- 8 C. Mailing address
- 9 D. Language(s)
- E. 10 Total amount paid for month in each modality
- F. 11 Total amount of time paid in each modality
- 12 11.6 For interpreters in the bargaining unit who are paid through other third parties or directly 13 by the State outside the coordinating entity, the State will provide the Union each month:
- 14 A. the payment date,
- 15 Β. vendor name, and
- С. 16 amount paid.

17 11.7 The Union and each interpreter contracted through the coordinating entity(s) agree, for 18 the purpose of payment of union dues/fees, to indemnify and hold harmless from liability 19 the State from all claims, demands, suits or other forms of liability that shall arise for or 20 on account of any deduction made in accordance with this Article from the pay of such 21 interpreter.

- 22

23

24

State

Date

Union

Date