

**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.**

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

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

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

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

~~1.2 — **Timing of Deductions.**~~

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

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

~~1.3 — **Remittance.**~~

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

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

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

~~(2) — Amounts deducted.~~

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

~~(a) — thirty (30) days advanced written notice from the bargaining unit member to the University’s payroll ([payroll@floridapoly.edu](mailto:payroll@floridapoly.edu)) and Human Resources departments ([hr@floridapoly.edu](mailto:hr@floridapoly.edu)), and to the UFF revoking that bargaining unit member’s prior deduction authorization, or;~~

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

39 ~~1.5 Indemnification. The UFF assumes responsibility for (1) all claims against the University,~~  
40 ~~including the cost of defending such actions, arising from the University's compliance with~~  
41 ~~this Article, and for (2) all monies deducted under this Article and remitted to the UFF.~~  
42 ~~The UFF must promptly refund the University excess monies received under this Article.~~

43 ~~1.6 Exceptions. The University will not deduct any UFF fines, penalties, or special assessments~~  
44 ~~from the pay of any bargaining unit member, nor is the University obligated to provide~~  
45 ~~more than one (1) payroll deduction field for the purpose of making the deductions~~  
46 ~~described in this Article.~~

47 ~~1.7 Termination of Agreement. The University's responsibilities under this Article will~~  
48 ~~terminate automatically upon either:~~

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

51 ~~(b)(a) revocation of the UFF's deduction privilege by the Florida Public Employees~~  
52 ~~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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~~Patrick Luek~~Wylie Lentz  
Chief Negotiator

Date \_\_\_\_\_

Date \_\_\_\_\_