

**ARTICLE 7**  
**CHECK OFF**

**Section 1:** Employees covered by this Agreement may authorize payroll deductions for the purpose of paying Union dues and uniform assessments. No authorization shall be allowed for the payment of initiation fees, special assessments or fines.

**Section 2:** The Union will initially notify the Employer as to the amount of dues and uniform assessments. Such notification will be certified to the Employer in writing signed by an authorized Officer of the Union. Changes in Union membership dues will be similarly certified to the Employer and shall be done at least one month in advance of the effective date of such change.

**Section 3:** Dues shall be deducted bi-weekly, and the funds deducted shall be remitted to the Treasurer of the Union bi-weekly. The Union will indemnify, defend and hold the Employer harmless against any claim made and against any suits instituted against the Employer on account of payroll deduction of Union dues.

**Section 4.** In the event an employee's salary earnings within any pay period, after deductions for withholding, pension or social security, health and/or other standard deductions, are not sufficient to cover dues, it will be the responsibility of the Union to collect its dues for that pay period from the employee.

**ARTICLE 8**  
**NO DISCRIMINATION**

**Section 1:** The Employer and the Union specifically agree that the provisions of this Agreement be equally applicable to all employees covered herein without regard to race, color, religion, disability, sex, sexual orientation, national origin, membership or non-membership in any labor organization, or age, as provided by law