

LETTER OF AGREEMENT

between

L'Anse Creuse Board of Education

and

TPOAM 52-Week Support Services Employees

This letter of understanding is between the 52-Week Support Services (TPOAM) and L'Anse Creuse Public Schools as it relates to union dues deductions.

- a. Each bargaining unit employee may voluntarily become a member of the Union. Bargaining unit members shall have dues automatically deducted from their payroll. Bargaining unit members shall provide to a representative of the Union a dues deduction authorization form that will be shared with the District.
- b. Once the form has been provided to the Employer by the Union, dues will begin to be deducted from the bargaining unit member's first paycheck of the following month – so long as the form is provided more than nine (9) days prior to the first pay period of the month. If the form is provided nine (9) days or less before the first pay period of the month, dues deduction will begin the following month.
- c. The amount of the deduction will be the amount provided by the Union.
- d. Once a bargaining unit member provides a dues deduction authorization form to their designated Union representative, dues will be deducted from the first and second pay periods of each month of the bargaining unit member unless/until the bargaining unit member revokes dues deduction authorization.
- e. A bargaining unit member may revoke dues deduction authorization by notifying the Employer and the Union of their desire to revoke dues deduction authorization by completing the district's designated opt-out form. Once a notification of revocation is received by the Employer, dues deductions will cease for the next pay period – so long as the revocation is provided nine (9) days or less before the next pay period. If the revocation is provided nine (9) days or less before the next pay period, dues deductions will cease the following pay period.
- f. The Union will protect and save harmless the Employer for any and all claims, demands, suites and other forms of liability by reason of action taken or not taken by the Employer for the purpose of complying with this Article of this Agreement.

L'Anse Creuse Public Schools:



Signature

1/14/25

Date



Signature

1/14/25

Date

TPOAM:



Signature

1-14-25

Date



Signature

14 JAN 25

Date