

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COMMONWEALTH OF MASSACHUSETTS  
AND THE  
ALLIANCE, AFSCME-SEIU LOCAL 888  
UNIT 2  
FOR A  
SUCCESSOR AGREEMENT**

**July 1, 2017 through June 30, 2020**

**ARTICLE 3  
UNION SECURITY**

Section 1. The Union shall have the exclusive right to the check-off and transmittal of Union dues on behalf of each employee.

Section 2. An employee may consent in writing to the authorization of the deduction of Union dues from his/her wages and to the designation of the Union as the recipient thereof. Such consent shall be in a form acceptable to the ~~Employer~~Office of Employee Relations, and shall bear the signature of the employee. Said form may be completed on-line as an electronic form or completed, printed and sent to the appropriate agency human resources officer. An employee may withdraw his/her Union dues check-off authorization by giving at least sixty (60) ~~days notice~~days' notice, or in accordance with applicable law at said time of withdrawal request, whichever is greater, in writing to the Office of Employee Relations~~his/her department head; the Union will be notified immediately of such request to withdraw union dues authorization.~~

Section 3. An employee may consent in writing to the authorization of the deduction of an agency fee from his/her wages and to the designation of the Union as the recipient thereof. Such consent shall be in a form, acceptable to the ~~Employer~~Office of Labor Relations, and shall bear the signature of the employee. Said form may be completed on-line as an electronic form or completed, printed and sent to the appropriate agency human resources officer. An employee may withdraw his/her agency fee authorization by giving at least sixty (60) ~~days notice~~days' notice, or in accordance with applicable law at said time of withdrawal request, whichever is greater, in writing to his/her department head~~the Office of Employee Relations; the Union will be notified immediately of such request to withdraw agency fee authorization.~~

Section 4. The Employer shall deduct dues or an agency fee from the pay of employees who request such deduction in accordance with this Article and transmit such funds in accordance with departmental policy as of July 1, 1976 to the Treasurer of the Union together with a list of employees whose dues or agency fees are transmitted provided that the State Treasurer is satisfied by such evidence that he may require that the Treasurer of the Union has given to the Union a bond, in a form approved by the Commissioner of the Department of Revenue, for the faithful performance of his/her duties, in a sum and with such surety or securities as are satisfactory to the State Treasurer.

Section 5.

A. An employee may consent in writing to the authorization of the deduction of a political education fund fee from his/her wages and to the designation of the Union as the recipient thereof. Such consent shall be in a form, acceptable to the Employer and shall bear the signature of the

