

## **Verizon**

Section 1. The Company will make collection through payroll deduction of regular Union dues or an amount equivalent thereto, as certified by the Secretary-Treasurer of the Union, upon receipt of the signed authorization of the individual employees and shall pay over to the Union monthly the total amount of such monies deducted. Authorizations by employees for such deductions shall be in the form of the Payroll Deduction Authorization attached hereto as Exhibit 1.

Deductions for such monthly amounts shall be made from the wages paid to employees for the first four payroll periods in the month providing that such monthly amounts shall consist of four equal weekly amounts excluding fractions of a cent. When sufficient pay is not available in a payroll period for the deduction of such amounts, they shall be deducted when pay is sufficient in any succeeding payroll week ending in the same month of the following month but not thereafter.

Section 2. Cancellation by an employee of such written authorization for payroll deduction shall be in writing signed by such employee, and upon receipt thereof the Company shall honor any such cancellation. An employee's authorization shall be deemed automatically canceled if the employee leaves the employ of the Company or is transferred out of the bargaining unit.

Section 3. The Company each month will furnish the Secretary-Treasurer of the Union:

- (a) A statement of the amounts deducted during the previous month from employees' pay in accordance with individual authorizations, the names of employees canceling or authorizing deductions during the previous month, a statement of adjustments due to deductions omitted for insufficient pay, changes in payroll codes, and changes in names of employees.
- (b) A list showing for the previous month the names and payroll code numbers of bargaining unit employees engaged, reengaged or transferred, where such transfer involves a change in payroll code, including those promoted out of the bargaining unit. The Company agrees to furnish the Union with a current key to the payroll code numbers.

## **Mercy Hospital of Buffalo**

Section 1. The Employer/Hospital agrees that, upon receipt of an individual written request in a form approved by the Employer/Hospital and signed by an employee covered by this Agreement, the Employer/Hospital will deduct twenty-six (26) times per year from such employee's wages the amount indicated by the employee on the COPE deduction form, and forward the full amount thus deducted to the appropriate union's committee on political education. The request may be revoked by the employee at any

time upon their written request to the Employer/Hospital, and such request should be directed to the appropriate Employer/Hospital representative.

Section 2. The Employer/Hospital assumes no responsibility either to the employee or to the Union for any failure to make or for any errors made in making such deductions, but will correct any errors made in making such deductions in the payroll period following notice of such errors. The Union further agrees to hold the Employer/Hospital harmless for any and all claims arising out of claims under this Article.

## **Township of Hamilton**

Section III: Upon receipt of a properly executed COPE (Committee on Political Education) authorization form from an employee, the employer agrees to deduct from the employee's regular paycheck the amount designated on the form. It is recognized that the COPE authorization is voluntary and that the contributions are not conditions of membership in the union or of employment with the employer.

COPE deductions, once authorized, shall remain in effect unless cancelled by the employee in writing pursuant to N.J.S.A. 52:14-15.9e.