

Dues Collection Letter of Agreement

Letter of Agreement

Between Bath Community Schools and the Bath Education Association

Date: September 9, 2024

Re: Modification of Dues Collection Schedule

Purpose:

This Letter of Agreement (LOA) is entered into by and between the Bath Community Schools (hereinafter referred to as "District") and the Bath Education Association (hereinafter referred to as "Union") to address and modify the current dues collection schedule as stipulated in the existing collective bargaining agreement.

Background:

As per the terms of the current collective bargaining agreement, dues for Union membership are collected in ten (10) equal deductions throughout the fiscal year. Both parties recognize the need to revise this schedule to better align with the payroll structure and the needs of the employees.

Agreement:

1. Modification of Dues Collection Schedule:

Effective immediately, the schedule for collecting Union dues shall be adjusted to correspond with the number of pay periods an employee receives in a fiscal year. This means dues will be deducted from each paycheck rather than in ten (10) separate installments.

2. Implementation:

a. Pay Period Alignment: The District will ensure that the dues deduction is aligned with the employee's pay frequency, whether bi-weekly, semi-monthly, or otherwise, ensuring a consistent and proportional deduction from each paycheck.

b. Communication: The District and the Union will jointly communicate this change to all affected employees to ensure clear understanding and transparency regarding the new deduction schedule.

3. Adjustment of Deductions:

The amount deducted from each paycheck will be recalculated based on the total annual dues divided by the number of pay periods. This adjustment will be reflected in the first paycheck of the pay period following the implementation date.

4. Review and Evaluation:

Both parties agree to review the implementation of this new schedule after six (6) months to ensure its effectiveness and address any concerns or issues that may arise.

5. Other Provisions:

All other terms and conditions of the current collective bargaining agreement remain unchanged and in full force and effect.

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Signatures:

By signing below, both parties agree to the terms outlined in this Letter of Agreement.

For Bath Community Schools

Chris Hodges

Superintendent

Date_____

For the Bath Education Association

Dan Anibal

President

Date_____

This LOA serves as an official and binding document for the agreed-upon changes to the dues collection schedule.