

Memorandum of Agreement

between the
City of Albany
and the
Albany Fire Fighters, IAFF Local 845

As a result of the *Janus v. AFSCME* decision issued by the United States Supreme Court, the Parties agree to modify Article 3 of the Collective Bargaining Agreement as follows:

SECTION 3 UNION SECURITY

Article 3.1 Checkoff

Employees covered by this Agreement have the right to choose whether to join the Union. The City agrees to deduct dues each payroll period in an amount certified to be correct by the Treasurer of the Union from the pay of those Union members who individually request in writing that such deductions be made. The total monthly amount of these deductions shall be remitted by the 15th day of each month by the City to the Union Treasurer.

Article 3.2 Voluntary Fees

The terms of this Agreement have been made for all employees in the bargaining unit and not only for the members of the Union. Accordingly, each employee in the bargaining unit who has chosen not to join the Union has the option to voluntarily pay a fee to cover the cost of Union services related to collective bargaining. This voluntarily deducted fee will be equal to Union dues and be deducted each payroll period from her/his check by the City and paid to the Union. An employee who wishes to voluntarily pay fees will submit a written payroll authorization form to the City. The total amount of these deductions will be remitted along with the Union dues described in Article 3.1 by the 15th day of each month by the City to the Union Treasurer.

Article 3.3 Written Authorization for Payroll Deductions

Any written authorization from employees to withhold Union dues or voluntary fees will remain in full force and effect until the employee notifies the City and the Union that they are revoking that authorization. This notice must be in writing and be signed and dated by the employee.

Article 3.4 Hold Harmless

The Union shall hold the City harmless for any actions required by this article or checkoff errors so long as such verified errors are adjusted as soon as practical.

Upon the date of the last signature below, Article 3 of the CBA will be modified as described above. This language will continue in effect until such time as the parties agree otherwise.

For City of Albany:

For Albany Fire Fighters, IAFF Local 845:



Danette Jamison, Human Resources Director



Jason Katzenstein, President

Dated: 10-04-2018