



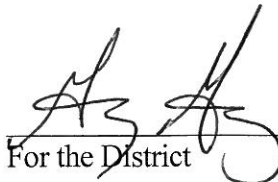
## ***Confidential HR/LR Memo***

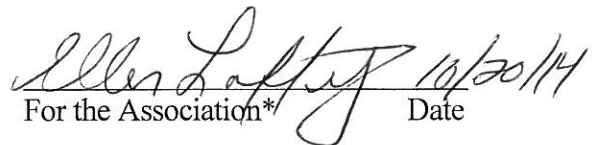
**TO:** Ellen Lafferty – BEA President, Bill Bell Uniserve Director  
**FROM:** Gregory Gray Ph.D.  
**DATE:** October 20, 2014  
**RE:** LOA – Clarification on union dues

---

In an effort to clarify Article 4, section K, number 2 the following is agreed upon by the association and district for the length of the contract and in accordance with state law.

2. The cost of the additional release time will be reimbursed by the Association to the Board through ~~a payroll deduction plan~~. All employees in the ~~bargaining unit~~ Association (a.k.a. BEA) will pay an equal share of the cost.
3. ~~Payroll deductions under Section L are considered required as a condition of this collective bargaining agreement. The Board will accordingly payroll deduct the appropriate amounts pursuant to the authority set forth in M.C.L.A. 408.477.~~

  
For the District \_\_\_\_\_ Date 10-20-14

  
For the Association\* \_\_\_\_\_ Date 10/20/14