

# MEMORANDUM OF UNDERSTANDING

Between the City of Manitowoc and the  
Manitowoc City Police Department Employees Local #20

By agreement between the City of Manitowoc and the Manitowoc City Police Department Employees, Article IX-Agency Shop, shall be replaced now, with the following language to be added to the next Collective Bargaining Agreement:

## ARTICLE IX-DUES DEDUCTION

The Employer agrees to deduct monthly dues in the amount certified by the WPPA/LEER from the pay of employees who individually sign a dues deduction authorization form supplied by the WPPA/LEER affirmatively consenting to the deduction of dues from the employee's paycheck, including any Local Association dues which the employee has authorized to be deducted in conjunction with the WPPA/LEER dues.

It shall be WPPA/LEER's responsibility to obtain dues authorization forms from new employees and provide them to employer. Dues deductions will commence on the first pay period after receipt of the dues deduction form.

The Employer shall deduct the combined dues amount each month for each employee requesting such deduction, upon receipt of such form and shall remit the deductions, with a list of employees from whom such sums have been deducted, to the WPPA/LEER or Local Association if applicable, on or before the end of the month in which the deduction is made.

Authorization of dues deduction by a voluntary member may be revoked upon notice in writing to the Employer, WPPA or to the Local Association.

No employee shall be required to join the Association, but membership in the Association shall be made available to all employees in the bargaining unit who apply consistently with the either the WPPA or local Association Constitution and By-Laws. No employee shall be denied membership because of race, creed, color, sex or other legally protected class status.

It is expressly understood and agreed that WPPA/LEER will refund to the employer or the employee involved any dues erroneously deducted by the employer and paid to WPPA/LEER and/or the Local Association. WPPA/LEER shall indemnify and hold the employer harmless against any and all claims, demands, suits, order, judgments or any other forms of liability against Employer which may arise out of employer's compliance with this Article.

  
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For the City of Manitowoc

10-15-2018  
Date

  
\_\_\_\_\_  
For the Association

10/08/18  
Date