Strike Article 30 - Union Membership, and replace:

**Membership.** Employees who are members of the Union at the time of ratification of this Agreement shall as a condition of employment, maintain their membership in the Union or agree to pay to the Union a fair share/representation fee as established by the Union.

**Newly Hired Employees.** Employees hired after the ratification date of this Agreement shall have thirty (30) days from their date of hire to notify the Union in writing of their intention not to join the Union. Such notice may be sent by fax or mail during the thirty (30) day period and sent to the Union’s offices with a copy sent to the Hospital’s Human Resources Department. In the event the newly hired employee fails to exercise this option within thirty (30) days, then that employee shall be required to become and remain a Union member in good standing within sixty (60) days from the date of hire.

**Religious Objection.** Any employee who is a member of and adheres to established and traditional tenets or teachings of a bona fide religion, body, or sect which has historically held conscientious objections to joining or financially supporting labor organizations shall not be required to join or financially support the Union as a condition of employment. Such an employee shall, in lieu of dues and fees, pay sums equal to such dues and fees to a non-religious charitable fund. These religious objections and decisions as to which fund will be used must be documented and declared in writing to the Union. Any employee exercising the right of religious objection must provide the Union with a receipt of payment to an appropriate charity on a monthly basis.

**Notification and Conditions.** The Hospital may notify employees of membership requirements/options under this agreement. Employees who fail to maintain membership requirements as defined herein shall be discharged by the Employer within thirty (30) calendar days after receiving written notice from the Union unless the employee fulfills the membership obligations set forth in this Agreement.

**Dues Deduction.** During the term of the Agreement, the Employer will deduct dues or fees from the pay of each member of the Union who voluntarily executes and has not revoked a wage assignment authorization form. When filed with the Employer, the authorization form will be promptly transmitted to the Union monthly by check payable to the Union. Upon issuance and sending of the check to the Union, the Employer’s responsibility shall cease with respect to such deductions. The Union and each employee authorizing the assignment of wages for the payment of Union dues and agency fees will indemnify and hold the Employer harmless from all claims, demands, suits or other forms of liability which may arise against the Employer for or on account of any deduction made from the wages of such employees.

**Hold Harmless.** The Union will indemnify and save the Hospital harmless against any
and all third-party claims, demands, suits, and other forms of liability that may arise out of, or by reason of action taken by the Hospital in connection with this Article.