

### **CONCEPTS for INITIAL DEDUCTION SET UP**

1. The Union shall be required to pay the cost of setting up the dues, initiation fee and VCAP deduction programming. The University shall provide a cost estimate. The University requires at least half paid prior to the programming commencement.
2. In order to save time and money, the University shall map the ARU codes and fees to the Postdoctoral Scholars unit.
3. The initial deductions of dues and initiation fee pursuant to this section shall occur      days following the union's notice of ratification.
4. If the UAW wants dues deduction retention (61 months), the University needs a firm written response.