



- 1           1.     Interpreter name authorizing the deduction(s) or revocation(s);
- 2           2.     Tax Identification Number or other unique identification number;
- 3                 and
- 4           3.     Monthly dollar amount to be deducted for each authorized
- 5                 deduction, identified as "Dues", "Deduction #2" and "Deduction
- 6                 #3". In the event there are insufficient funds to cover each deduction,
- 7                 Dues will have priority over Deductions #2 and #3, and Deduction
- 8                 #2 will have priority over Deduction #3. Full, partial or no
- 9                 deductions may occur, depending on the amount available from the
- 10                interpreter's pay.

11     D.     When providing the State and the coordinating entity(ies) with the list of

12     interpreters who have affirmatively authorized the deduction of dues and

13     any other amounts, the Union will include an attestation of the authenticity

14     and accuracy of such list, indicating the Union has received voluntary,

15     affirmative authorization from each individual listed. The State and the

16     coordinating entity(ies) shall honor the terms and conditions of each

17     interpreter's signed membership card.

18     E.     An interpreter may revoke their authorization for dues deduction by written

19     notice to the coordinating entity(ies) and the Union in accordance with the

20     terms and conditions of their signed membership card. The coordinating

21     entity(ies) will cease deducting dues after receipt of confirmation from the

22     Union that the terms of the interpreter's signed membership card regarding

23     dues deduction revocation have been met.

24     F.     Upon request by the State, the Union shall provide the State with proof of

25     an interpreter's affirmative authorization for dues deduction. The Union

26     will provide this proof to the State within ten (10) business days, unless the

27     request is for more than twenty-five (25) authorizations, in which case the

1 parties will agree on an appropriate timeframe, which in no case will be  
2 longer than thirty (30) days.

3 GD. Dues De On the 20<sup>th</sup> of each month, deductions will be transmitted to the  
4 Union by the coordinating entity(s) in two separate one-monthly checks,  
5 one containing dues deductions and Deduction #3 funds, and one containing  
6 Deduction #2 funds. ~~for each type of deduction to the Union and The~~  
7 coordinating entity will send these checks to no more than two (2) official  
8 Union addresses on or about the same date payments are scheduled to be  
9 made to the interpreter. For each individual for whom a the deduction has  
10 been made, the coordinating entity(s) will provide a list accompanying the  
11 payment containing the following:

- 12 1. Full name of interpreter;
- 13 2. Home address;
- 14 3. Tax Identification Number or other unique identification number;
- 15 and
- 16 4. Total amount of each deduction.

17 HE. Reimbursement for transportation related expenses will not be subject to  
18 dues deductions.

19 **12.2 Notification to the Union**

20 The State will require the coordinating entity(s) to notify the Union electronically  
21 when the interpreter completes all required paperwork to provide services under  
22 this Agreement. The notification to the Union will be provided on the fifth (5th)  
23 and twentieth (20th) days of each month. The notification shall include:

- 24 A. Full name of interpreter;
- 25 B. Home address;

- 1 C. Cell phone number, if available;
- 2 D. Home phone number, if available;
- 3 E. E-mail if available; and
- 4 F. Working language(s).

5 **12.3 Status Reports**

6 The State will require its contracts with the coordinating entity(s) to provide to the  
7 Union a report each month in an electronic format of the data listed in Subsections  
8 A-I below for each interpreter in the bargaining unit who was paid through the  
9 coordinating entity(s) as described in Section 12.1.

- 10 A. Tax Identification Number or other unique identification number;
- 11 B. Interpreter name;
- 12 C. Home address;
- 13 D. Email if available;
- 14 E. Cell phone number, if available;
- 15 F. Home phone number, if available;
- 16 G. Working language(s);
- 17 H. Total amount of time and dollar amount paid for each month for each  
18 modality; and
- 19 I. Total amount deducted for each deduction type.

20 **12.4** For interpreters in the bargaining unit who are paid through other third parties or  
21 directly by the State outside the coordinating entity, the State will provide to the  
22 Union each month:

- 1       A.     The payment date;
- 2       B.     Vendor name; and
- 3       C.     Amount paid.

4   **12.5   Indemnification and Hold Harmless**

5       The Union and each interpreter contracted through the coordinating entity(s) agree,  
6       for the purpose of payment of union dues or other deductions, to indemnify and  
7       hold harmless from liability the State and the coordinating entity(s) (including any  
8       agency, officer, executive, employee, contractor or agent thereof) from all claims,  
9       demands, causes of action, lawsuits or other forms of liability (civil, administrative  
10       or otherwise) that may arise for or on account of any deduction made in accordance  
11       with this Article from the pay of such interpreter or in the administration of benefits  
12       or expenditures by the Union from the deductions. These indemnification and hold  
13       harmless provisions also apply to any beneficiary, assign or successor in interest of  
14       the Union or an interpreter.

15   **12.6   Monthly Reports**

16       The State will make available monthly reports delineating the number of encounters  
17       covered and the total dollars that were paid through the coordinating entity for  
18       DSHS, DCYF and for HCA. The monthly report will be made available by the end  
19       of the subsequent month. The parties can mutually agree to adjust these reports on  
20       an as-needed basis. Electronic posting on a State website only meets the  
21       requirements of this Article if the State concurrently notifies the Union in writing  
22       (or email) of the posting.

23  
24    *[Signature]*   11/30/18   *[Signature]*   11/30/18  
25   For the State of Washington   Date                      For the Union                      Date

