

**Memorandum of Understanding  
Between  
Canby School District  
and  
Oregon School Employees Association No. 105**

As a result of the Janus Decision, Canby School District and OSEA have agreed to modify Article 18 to be retitled Article 18 Dues Deduction and shall read as follows:

**ARTICLE 18  
DUES DEDUCTION**

- A. The Association shall provide written authorization to the District of bargaining unit members who have elected to have dues deducted from their paychecks and shall identify the dues, fees and assessments to be deducted from each. The Association shall also provide the District with written authorization when a bargaining unit member should no longer have dues deducted. The District shall enact dues, fees and assessment deduction changes on the pay period following notification.
- B. The Association will indemnify, defend, and hold the District harmless against any and all claims made, and against any suit instituted against the District as a result of any District action taken pursuant to the provisions of this Article. Such indemnification shall include, among other possible items, any court costs and/or attorney's fees incurred by the District.
- C. The District agrees to transmit the dues deducted as indicated in section A to the central office of the Oregon School Employees Association by the first day of the month after such deductions are made. The Association and the District each agree to reimburse any monies paid or not paid in error within 30 days of notification and verification of such error.
- D. The District further agrees to advise all new employees employed in positions covered by this Agreement of the exclusive representative status of the Association.
- E. The District agrees to furnish the Association each month with a list of all newly hired employees covered by this Agreement and any employees covered by this Agreement who terminate employment. Such list shall contain the names of the employees, along with their job classifications, work locations and home addresses.

Accepted and agreed:

Shelley Thodenberg  
For the Association

8/22/18  
Date

Michelle Riddell  
For the District

8-22-18  
Date