Section 1-2. Applicability. Both parties acknowledge their respective obligations under Title VII of the Civil Rights Act and agree that neither will discriminate against any employee or applicant for employment because of race, color, religion, sex or national origin.

Section 1-3. Union Security. Thirty (30) days after their date of hire or thirty (30) days after the execution of this Agreement, whichever is later, all employees must, as a condition of continuing employment, become members of the Union and maintain their membership in good standing. "Membership in good standing" shall mean the payment or tender of the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership in the Union.

Section 1-4. Checkoff. The Company agrees to deduct from the wages of each employee, from whom the Company has received sufficiently in advance a lawful written authorization card, monthly dues for the month in which the deduction is made; and (if owing by the employee) an initiation fee in accordance with the Constitution and By-Laws of the Union. The Company will remit said deductions to the Secretary-Treasurer of the Union.

The Union shall indemnify and save the Company harmless against any and all claims, demands, or other form of liability that shall arise out of or by reason of action taken or not taken by the Company for purposes of complying with any of the provisions of this Article.

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