

APPENDIX A

Dues Structure

Dues are two percent (2%) of a member's regular earnings, up to a maximum of forty (40) hours paid per week at the straight time rate, including regular straight time hours, paid time off and longevity pay included in base pay. Dues are not charged on overtime pay, callback pay, standby pay, differentials, and premiums paid in lieu of benefits.

For 20102014, the minimum monthly dues rate for members is ~~\$30.00~~\$32.00 (~~\$13.85~~\$14.77 biweekly; ~~\$15.00~~\$16.00 semi-monthly). *The minimum monthly dues rate will increase by fifty cents (\$0.50) each year.*

~~For members in the former SEIU Local 399 bargaining units who have annual earnings between \$5,000 and \$16,000, the minimum monthly due rate is \$25.00 (\$11.54 biweekly; \$12.50 semi-monthly). There is no minimum monthly dues rate for members in the former SEIU Local 399 bargaining units who have annual earnings below \$5,000.~~

For 20102014, dues are capped at one-hundred & twenty-four dollars (~~\$102.00~~\$124.00) per month (~~\$47.08~~\$57.23 biweekly; ~~\$51.00~~\$62.00 semi-monthly). The monthly cap will increase by ~~four~~ ten dollars (~~\$4.00~~) (\$10.00) each year. ~~The 2010 maximum monthly dues rate for members of the Kaiser Chapters only is \$110.00 (\$50.77 biweekly).~~

~~Members in bargaining units not on the two percent (2%) dues structure will have their monthly dues raised by no more than four dollars (\$4.00) each year.~~

Initiation

All regularly scheduled represented workers must pay a one-time only Initiation Fee of one hundred dollars (\$100.00). The initiation is usually paid in eight (8) monthly installments of \$12.50, or in sixteen (16) biweekly installments of \$6.25, starting with the first month dues are owed.

The Initiation Fee is waived for workers in newly organized units who sign a Membership Application on or before the date the first contract is ratified; and for those who present to the Membership Dept any valid SEIU withdrawal card.

Initiation

A program has been established that allows members who have paid the full \$100.00 Initiation to receive a refund of \$50.00 after attending a UHW new member orientation. Dates and times are available from stewards, union representatives, and the Division offices.

~~APPENDIX B~~

~~Effective January 1, 2009, for all members of Local Unions who have annual earnings of \$16,000 or more, the minimum dues shall be equal to \$29.00 per month. Effective January 1, 2009, for all members with annual earnings between \$5,500 and \$16,000, the minimum dues shall be equal to \$24.00 per month.~~

~~Effective January 1, 2010, through January 1, 2012, the minimum monthly dues for all members with annual earnings, of \$5,500 or above shall be increased by \$1.00 annually, effective January 1 of each year.~~

~~Notwithstanding the above, by action of the Local Union the minimum dues may be reduced for retired members, organizing committee members, and associate members. The Local Union may establish minimum dues for members with annual earnings which are less than \$5,500.~~

Article XV FUNDS OF THE UNION

Our dues structure must be both adequate to achieve our purpose and fair to our members

1. In order to carry out our mission to build a workers' organization and to promote better working conditions for our members and all working people, our dues structure must be both adequate to achieve our purpose and fair to our members.
2. The funds of the Union shall be derived from initiation fees, dues, fines, assessments, and by any other legal means that have been approved by the Executive Board or a general or special membership meeting. Funds paid to the Union in accordance with this section shall be deposited or disbursed in accordance with instructions from the Executive Board or a general membership meeting.

Existing due rates and structures, including caps, in effect prior to the amendment of this Constitution and Bylaws in November 2010, shall be maintained until they are revised by the membership
Changes in dues are set by a majority vote of the members

3. Existing dues rates and structures, including caps, ~~in effect prior to the amendment of this Constitution and Bylaws in November 2010~~ shall be maintained until they are revised by the membership. Those rates and structures are set forth in Appendix A to this Constitution and Bylaws. ~~Set forth in Appendix B are the applicable minimum dues provisions of the SEIU Constitution, as adopted at the SEIU 2008 Convention.~~
4. Any change in the rates of dues, initiation fees and assessments payable by members of the Union shall be set by a majority vote of the members in good standing voting by secret ballot.
5. The Union shall have a strike fund to be used for any and all strikes, strike-related activities, lockouts, and to protect the integrity and welfare of the Union as determined by the Executive Board.

The Union shall maintain a strike fund

6. The Strike Fund shall be funded by one dollar (\$1.00) per month per member set aside from members' dues, and may be funded by such other amounts as the Executive Board may from time to time determine.

No member shall pay less than the minimum dues

7. Notwithstanding the above, no member shall pay less than the minimum dues rate. ~~set forth in the International Constitution.~~

~~In no case will a member covered by the two percent (2%) dues formula above be required to pay dues deducted by more than one employer.~~

In order for a member to be in good standing his/her dues must be paid on or before the last day of the month

8. All dues and other financial obligations are due and payable on or before the last day of the current month. In order for a member to be in good standing, her/his dues (including all other financial obligations) must be paid on or before the last day of each month. All dues or other financial obligations not paid on or before the last day of the month in which the same are due shall become delinquent. A member who is delinquent in the payment of her/his dues or other financial obligations shall

be suspended from membership, and shall not be entitled to any benefits and/or privileges heretofore or hereinafter referred to in these Bylaws. Such a member shall not be considered a member in good standing whenever such status is required to confer upon said member a benefit and/or privileges under these Bylaws or the Constitution and Bylaws of the International Union. Reinstatement to good standing shall be accomplished by paying all delinquent amounts due and owing.

Provisions for unemployed or striking members

However, when a member is laid off from employment, or is absent from work due to employer lockout or a union-authorized strike for more than twenty (20) days in any calendar month, such member will be credited for membership dues for the period of unemployment but not to exceed six months in any calendar year, except in the case of a member who is on active recall status, who will be credited for the period of time she/he is on active recall and not employed.

Provision for lifetime membership

9. Any provision of this Constitution and Bylaws which conflicts with any provision of this Article XV shall be invalid and ineffective insofar as it so conflicts; and this said Article XV shall be effective despite the fact that any other provision of this Constitution and Bylaws may conflict with it.
10. Retired members who are seventy-five (75) years of age or older, and who have been paying dues continuously to the Union, either as full members or as retired members, for at least ten years immediately prior thereto, shall be considered members for life, and shall have no continuing dues obligations to the Union. The Union shall nevertheless pay per capita on their behalf; and they shall nonetheless be eligible to enjoy all the benefits and privileges of retired members in the International Union.