

Contacting the Membership Department

You can contact the Membership Department
by writing or calling—

560 Thomas L Berkley Way
Oakland, CA 94612
(510) 251-1250 or (800) 585-4250



SEIU UNITED HEALTHCARE WORKERS – WEST 2020 DUES POLICY

Dues are a precious resource for the empowerment of healthcare workers now and in the future. Dues pay for staff salaries, office operations, legal services, negotiation costs, and organizing non-union workers into UHW. Approximately

\$16.88 per month from each member's dues pays for our affiliation with SEIU and other labor organizations that help us during contract campaigns, in organizing healthcare workers, and in development of public policy.

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 2020, the minimum monthly dues rate for members is \$35.00 (\$16.15 biweekly; \$17.50 semi-monthly).

For 2020, dues are capped at one-hundred eighty-four dollars (\$184.00) per month (\$84.92 biweekly; \$92.00 semi-monthly). The monthly cap will increase by ten dollars (\$10.00) each year.

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 Department any valid SEIU withdrawal verification.

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.

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.

Who must pay dues and when do they start paying?

Members must pay dues for every month in which they are paid, in addition to any required Initiation.

Each Union contract establishes when an employee must start paying dues, usually upon completion of thirty-one (31) calendar days from the date of hire.

Members who work at more than one facility or in more than one bargaining unit at the same facility

Members who work at more than one facility covered by the same contract only pay dues from one facility.

Members paying dues at more than one facility are entitled to a refund of all monies paid over the maximum monthly dues. For members who qualify, refund checks are mailed each month to the mailing address shown in our membership database.

Do I pay dues if I'm off work?

On the Payroll: When a member is receiving compensation from his or her employer (e.g., sick leave, vacation, jury duty pay or some other leave), s/he is required to pay all regular dues and initiation that would be required if the member were at work.

Off the Payroll: When a member is on an unpaid leave of absence or has a discharge grievance pending and wishes to maintain her or his membership rights and privileges, s/he needs to pay the Union's minimum dues.

Collection of Back Dues

When a worker does not pay dues as required, UHW may request payment of back dues.

Suspension of Membership

All dues and other financial obligations are due and payable on or before the last day of each month. A member who is delinquent in payment of her or his dues or other financial obligations will be suspended from membership and will not be entitled to any membership benefits and will not be considered a member in good standing.

Reinstatement to good standing shall be accomplished by paying all delinquent amounts due and owing.

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 (6) 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 he or she is on active recall and not employed.

Retired Member Dues

A member who is retiring but wishes to remain active in the Union should notify the Membership Department of her/his wish to change membership status to Retired. The Retiree dues rate is currently \$2.50 per month / \$30.00 per year.

Retired members who are at least seventy-five (75) years old and who paid dues continuously for at least ten (10) years immediately prior to their 75th birthday, are considered to be Life Members with no further dues obligations. They are eligible to enjoy all the benefits and privileges of Retired members, including continued participation in the SEIU International Union's Death Gratuity Program, if otherwise eligible (must be a Member in Good Standing 8/1/84 through month of death).

Dues Refunds

A member who pays amounts above those required in this policy, and who has been unable to resolve the matter with the employer, may request a refund from UHW's Membership Department. Proof of an overpayment must be attached to the request (e.g., copies of check stubs showing overpaid deductions, hours worked, etc.), and the Union must already be in receipt of the overpayment before any refund will be considered.

A member who terminates within thirty (30) days from date of hire may request a refund of dues and initiation amounts paid. A member who terminates thirty-one (31) to ninety (90) days from her or his date of hire may request a refund of initiation (but not dues) paid.

Time Limits and Liabilities

Any application for a refund must be made in writing to the Membership Department within ninety (90) calendar days from the date the deduction was taken. The Union will refund only the amounts paid during the ninety (90) days immediately preceding receipt by the Membership Department of the refund request.