



SEIU LOCAL 521 Unified Dues Structure

Adopted November 20, 2009

1. Local 521 shall have one unified dues rate for all full members at the end of a transition period as described below. (We will consolidate the 5 separate dues rates we now have).
2. Local 521 will have no dues cap at the end of said transition period.
3. The minimum dues rate for regular members will be set at fifty cents above the per capita dues payments (including the Unity fund payment where applicable) required by the International Union. In 2009, that equates to dues of \$13.15 for members earning gross wages equal to or greater than \$433 per month. For those earning less than \$433 per month that equates to dues of \$8.15/month.

For all other members the dues rate shall be set as follows:

- a. Effective January 1, 2010, all members shall pay 1.4% of gross wages as dues. Members of the former SEIU Local 700 who have been subject to a dues cap shall have that cap increase to \$60/month dues on this date.
- b. Effective January 1, 2011, all members shall pay 1.45% of gross wages as dues. Members of the former SEIU Local 700 who have been subject to a dues cap shall have that cap increase to \$90/month dues on this date.
- c. Effective January 1, 2012, all members shall pay 1.5 % of gross wages as dues. Members of the former SEIU Local 700 shall no longer be subject to a dues cap on this date. Any chapter that has not received a negotiated general wage increase since before January 1, 2010 shall remain at the 1.45% dues rate until such increase occurs.
- d. The dues rate for Retiree Members shall be \$5.21 per month and entitles them to vote as defined in the Local Union bylaws. Active members who retire and wish to retain regular member status will pay the minimum dues of a regular member.
- e. The dues for members who have been laid off shall be \$2 per month, effective January 1, 2010. Workers shall remain eligible for membership as laid off workers for as long as they are on a valid re-employment list in a bargaining unit represented by Local 521. Local 521 will pay the dues for laid off workers for the first 6 months that they are in layoff status.

- f. Employees of Local 521 are eligible to join the union as Staff members, paying full dues. They will have the right to vote in all elections and limited eligibility to run for office, Chief Elected Officer only, and delegate to local, national, and international conventions.
- g. Workers who are on an unpaid leave of absence shall be charged the minimum membership dues of the Local Union if they wish to maintain membership in good standing.
- h. A category of Life Member will be included; retired members over the age of 75 (age mandated by the International Union) who have been paying dues continuously to the Local Union either as a Regular or Retired Member, for at least ten (10) years. They shall have no dues obligation and will enjoy all the benefits and privileges of Retired Members.
- i. The Executive Board of the Union is vested with the authority to grant organizing committee member status to any worker or group of workers who is engaged in a representational organizing process with Local 521, in accordance with the bylaws of the International Union, and is empowered to set a dues rate for those members. Full dues shall not be required of workers engaged in an organizing effort with the Local Union until a first contract has been ratified and they become regular members.
- j. The Executive Board of the Local Union shall have the authority to negotiate an interim dues rate with any organization or association that is affiliating with or joining Local 521, provided that such interim dues rate shall not last for more than 36 months before it is normalized to the basic dues rate as set above (in first three bullets, according to applicable date at time interim dues expires).
- k. No member of Local 521 shall be assessed any initiation fee.
- l. The dues policy of Local 521 may only be changed by a majority vote (more than 50% of those members voting) of the general membership. Such election must be run in a matter that complies with Local 521 bylaws, the SEIU International bylaws and all applicable Federal and State law.