



## **Resolution #1 -- Dues Equality**

*Adopted by the SEIU Local 888 Executive Board on August 29, 2012 and passed by a secret ballot vote at the SEIU Local 888 Membership Convention on October 13, 2012*

- Whereas: SEIU Local 888 has 8,500 members in more than 200 chapters; and
- Whereas: All members share the same benefits of collective bargaining and union representation. Yet not all members pay the same fair share of union dues; and
- Whereas: Local 888's Executive Board and Officers have established a Dues Equality Committee to develop a fair dues structure for all members; and
- Whereas: The Dues Equality Committee has studied various options and recommended a plan to re-structure Local 888's dues to be fair and equitable; and
- Whereas: The SEIU Local 888 Executive Board believes the proposed dues structure to be fair and equitable for all members; now
- Therefore: The SEIU Local 888 Executive Board recommends and moves for adoption of the following dues structure at the SEIU Local 888 Membership Convention on October 13, 2012:

Effective January 1, 2013 the same dues structure will apply to all members. No members shall be "grandfathered" at their current dues rate. No members will pay a flat fee.

- Effective January 1, 2013, members paying on a percentage rate will pay dues of 1.6% of weekly base pay. The maximum dues (or weekly cap) will remain at \$16 (based on 52 weeks employment per year).
- Effective January 1, 2013, the MINIMUM dues will be \$4.50 a week for all members.
- Effective January 1, 2013, for members paying "flat-fee" dues the rate will be converted to 1.6% of weekly base pay, *not to exceed a \$5.00 per week increase from the current flat-fee or more than the \$16 per week cap* (based on 52 weeks employment per year).
- Effective July 1, 2013 all members will pay 1.6% dues with the maximum rate of \$16 per week cap (based on 52 weeks employment per year).

*For all chapters where members are not on a 26 or 52 yearly payroll periods, dues will be prorated at a 26 or 52 week rate.*