

DID THE UNION TELL YOU ABOUT THEIR RULES?

First, new SEIU-UHW members take the union pledge:

Article XXVIII
MEMBERSHIP PLEDGE

Whenever possible, members are encouraged to be sworn in as members of the Union and the Service Employees International Union in order that members gain an understanding of the obligations of membership and the support that members give to each other as sisters and brothers in this Local Union. The pledge is as follows:

"I, _____, pledge upon my honor that I will faithfully observe the Constitution and Bylaws of this Union and of the Service Employees International Union. I agree to educate myself and other members in the history of the labor movement and to defend to the best of my ability the principles of trade unionism. I will not knowingly wrong a member or see a member wronged if it is in my power to prevent it."

Source: SEIU United Healthcare Workers – West. "Constitution and bylaws." December 2010. Page 28. Accessible at www.seiu-uhw.org/files/2011/08/Bylaws-Eng-10.18.10-PRINT.pdf

Then, new members have to pay an initiation fee unless they sign a membership card before the first contract is ratified.

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 when 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.

Source: SEIU United Healthcare Workers – West. "Constitution and bylaws." December 2010. Page 29. Accessible at www.seiu-uhw.org/files/2011/08/Bylaws-Eng-10.18.10-PRINT.pdf

Having a union is not free

Get the Facts – Then Decide...And Vote

Management Talking Points on Q&A on Union Rules (for management only)

- Union rules are spelled out in both the SEIU-UHW's Constitution and Bylaws and in the SEIU International Union's Constitution and Bylaws. The International Union's rules are primary. An employee who is represented by any SEIU local union, like the UHW, is also a member of the giant international union that is located in Washington, DC. And the money collected from represented employees in the form of dues, fees, fines and assessments goes in part to the International Union. How much of the money goes to the international union can be found in the SEIU-UHW's financial statement, the LM-2, which we can get for you. Just ask.
- Represented employees do not have to join the union, but they can be, and probably would be, required under a union contract to pay the union, including the \$100 initiation fee. According to what the union itself says, employees who do join the union before a first contract is signed may have their initiation fee waived. Those who choose not to join, will have to pay the initiation fee of \$100.
- All may be required to pay dues, or a roughly equivalent agency fee (could be slightly less than dues or the same) if they decide not to join the union. Those who join the union can be held accountable for following union rules and are subject to being put on trial by the union and may be required to pay fines for breaking union rules.
- Remind everyone that a union is not free – unions are not a charity but they are a business. They make their money by collecting dues and other fees from those they represent, members or not.
- Those employees who are not interested in the union may feel they don't need to get involved in this decision and may not even feel like they have to vote. But we can be sure those for the union will show up at the polls and vote for the union. So those not interested had better vote or they will let others "buy" this union for them. And they may be forced to pay a lot of money to this union they never wanted. Tell them. Get them involved and informed. They deserve to know.