

# Union Dues Explanation - October 2015

## Overview

Union dues are paid by each member of the bargaining unit in order to pay for expenses relating to administering the collective bargaining agreement. This money allows HCU to do the following:

- Pay for subs so members can have representation when meeting with management.
- Allow the bargaining team to attend bargaining meetings.
- Have an office that officers and members meet at to discuss issues in private.
- Have an office manager who answers phones and works with the treasurer to ensure that the union's finances are in order.
- Pay for an auditor to make sure that union dues are being used properly.
- Allow an officer to take full time release to attend meetings and work on member issues.
- Pay for an HCU website to allow members to stay up to date.
- Send members to trainings to help them be better work site leaders.

## What controls your union dues

Union dues are set by the members by a vote at a general membership meeting. The dues rate is recorded in the HCU bylaws and is adjusted as needed. The current dues were voted into effect at the membership meeting on October 14, 2015.

## Current dues rate

From HCU Bylaws:

*"Monthly Dues for regular members shall be two and five hundredths of a percent (2.05%) of gross strait-time monthly pay"*

## Examples:

Yearly Income	Monthly Income	Dues Amount
\$12,000	\$1,000	\$20.50
\$24,000	\$2,000	\$41.00
\$30,000	\$2,500	\$51.25
\$36,000	\$3,000	\$61.50

The only money that is counted towards your strait-time pay is your regular wage that is on your contract. This is sometimes called your base pay, gross income, or annual salary.

## What isn't counted as strait-time pay

- Overtime
- Extra Duty Contract Time
- Stipends
- Insurance opt out