Union Dues Explanation – January 2019

Overview

Union dues are how we pool our resources in order to have the resources to fight for our rights, fair compensation, and safe working conditions. This money allows us to:

- Rent office space so we can have private meetings and store our union equipment.
- Pay for subs so members can get release time to perform their union duties. Like negotiating a fair contract.
- Ensure that the contract is being followed and that classified staff have union representation at meetings with their supervisors.
- Pay for an auditor to ensure that union dues usage is being tracked properly and to prevent fraud.
- Pay for an HCU website to allow members to stay up to date.
- Hold fun social events and meetings
- Send members to training events so they can become better leaders.
- Gives union leadership access to legal advice through AFT-Oregon.

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 straight-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 straight-time pay

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