

Dues Proposal - Approved

SEIU Healthcare Minnesota

September 16, 2017

The Executive Board of SEIU Healthcare Minnesota recommends the following changes to the dues structure of SEIU Healthcare Minnesota.

Public Sector Facilities Currently on Traditional SEIU Dues Structure

Effective January 1, 2018, the dues rate for members working in public sector facilities (not including the State home care contract) will be as follows:

2.25% of gross wages, per pay period, to a maximum of \$36 per pay period. The minimum dues per pay period will be \$5.

Private Sector Facilities Currently on Traditional SEIU Dues Structure

Effective January 1, 2019, the dues rate for members working in private sector facilities will be as follows:

2.25% of gross wages, per pay period, to a maximum of \$36 per pay period. The minimum dues per pay period will be \$5.

Rochester and Albert Lea Facilities Currently on Flat Rate Dues Structure

Effective January 1, 2019, the dues rate for members working in Rochester and Albert Lea facilities that are currently on a flat rate dues structure will be as follows:

2.25% of gross wages, per pay period, to a maximum of \$22 per pay period. The minimum dues per pay period will be \$5. The maximum dues per pay period will increase by \$.50 each year for five years, starting January 1, 2020.

Duluth, Cloquet and Superior Facilities Currently on Flat Rate Dues Structures

Effective January 1, 2019, the dues rate for members working in Duluth, Cloquet and Superior facilities that are currently on a flat rate dues structure will be as follows:

2.25% of gross wages, per pay period, to a maximum of \$20 per pay period. The minimum dues per pay period will be \$5. The maximum dues per pay period will increase by \$.50 each year for five years, starting January 1, 2020.

Cook County Facility Currently on Flat Rate Dues Structure

Effective January 1, 2018, the dues rate for members working in the Cook County facility that are currently on a flat rate dues structure will be as follows:

2.25% of gross wages, per pay period, to a maximum of \$10 per pay period. The minimum dues per pay period will be \$5. The maximum dues per pay period will increase by \$1.50 each year for five years, starting January 1, 2019.

Home Care Dues for Members Currently on Percentage Dues Structure

Effective January 1, 2019, the dues rate for members working in home care under the State contract will be as follows:

3% of gross wages, per pay period, to a maximum of \$36 per pay period. The minimum dues per pay period will be \$5.

In all cases the Executive Board of SEIU Healthcare Minnesota shall have the authority to approve a reasonable delay in implementation of the changes for administrative or organizing purposes to reduce the percentage or maximum dues rates per pay period, for any members in any bargaining unit, for administrative or organizing purposes, provided that there is no resulting dues increase for any members of the Union.

Members working under contracts with more, or fewer, than 26 pay periods per year, will have the per pay period percentages, minimums and maximums adjusted to be equal to the 26 pay period calculation in the above dues structure.