

WHERE DO MY DUES GO

SEIU Local 105 Member Dues Guide



MAKING THE SWITCH

You may think that you're saving money but actually **you can't afford not to** switch from fees to dues.

STRONGER TOGETHER

AT THE BARGAINING TABLE

To put it simply: **More full dues-paying members = a stronger Union and better contracts.**

FULL DUES-PAYING MEMBERS GET THEIR VOICES HEARD BY THE COMPANY, IN THE UNION, AND IN THEIR COMMUNITY

Full dues-paying members **get to vote on the bargaining committee**, who sit at the table with the company.

Only full dues-paying members **get to vote in union elections** or stand as candidates for officer and board positions.

When your bargaining committee has reached a tentative agreement with management, **members will get to vote yes or no**. If the majority of member voters ratify the contract, then it goes into effect. If not, the bargaining committee goes back to the table to address membership's concerns.

Based on benefits negotiated in Union contracts, AFL-CIO economist, John Zalusky, calculated that the **actual monetary return on Union membership is eighteen times the cost of Union dues**.

IN OTHER WORDS

For **every \$1** you invest in dues, **you get \$18 back in your pocket.**

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MEMBERSHIP MAKES US STRONGER

Studies show that during Contract Negotiations, one of the most effective ways to get management to bargain in good faith is to have a steady stream of dues cards coming in.



We have more resources, not only to improve the workplace for you, but to organize the entire health care industry and raise wages and benefits for everyone. More strength and unity among health care workers in Colorado ultimately means that we can build worker power at your worksite because we become a recognized leader for workers across the state.

BECOME A FULL DUES PAYING MEMBER

TODAY!

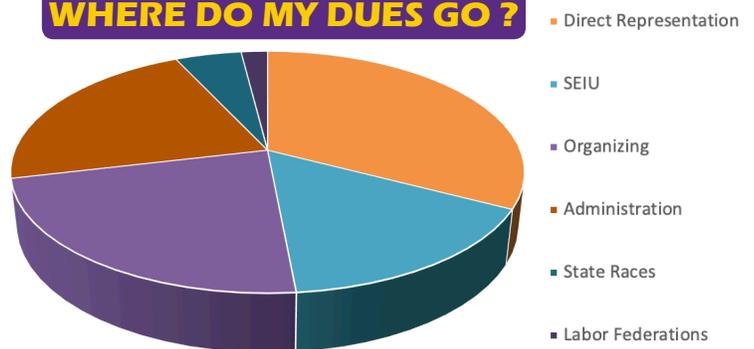
Contact your **organizer or steward** to make the switch!

33% Direct Representation Costs: Bargaining and enforcing contracts, building our worksite leadership structure, and legal fees related to defending our members' rights.

16% SEIU: In exchange for our membership with Service Employees International, our International Union provides critical resources and staff for organizing, legal assistance, political assistance, research, national coordination with other local unions to support our contract negotiations, training materials for staff, stewards, and other worksite leaders, and a strike and defense fund. A tremendous amount of resources from SEIU have been focused on our Local and in the state of Colorado – that means health care workers around the country are supporting our efforts to organize and get a better contract here on the ground in Colorado.

23% Organizing new units: Organizing the unorganized in our industries and throughout Colorado builds power for our members at the bargaining table and wins justice for all working families.

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22% Administration: Rent, office equipment costs, and an administrative team that helps process grievances, run member events, and makes sure employers are following the requirements of their contracts.

5% State Races and Issues Campaigns: Only \$50 of each member's annual dues can be spent on fighting or supporting state and local candidates and ballot amendments. If you make \$35000 a year, this means only 6% of your dues are spent on issue campaigns and electing State Senators and Representatives that champion working people. This is why COPE is so important!

2% Labor Federations: National, state, and local labor federations provide political, organizing, mobilization assistance and coordination.

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