

## What are Union Dues?

Every union member pays a small portion of their wages (1.8%) to SEIU Healthcare. This funding allows us to pay for the valuable services we provide to you. Union dues are set and approved only by the membership at our convention, which is held every four years.

- 100% tax deductible
- Capped at \$99.00 per month
- Equal to the price of a daily cup of coffee

## How it all Works

A union is defined as an organized association of workers formed to protect and further their rights and interests.

At SEIU Healthcare, we achieve this by:

- Helping to negotiate collective agreements
- Assisting with grievances, and arbitration hearings
- Taking disputes to the Ontario Labour Relations Board
- Protecting you from layoffs and outsourcing
- Resolving WSIB claims
- Monitoring pay equity and pursuing pay equity settlements
- Advocating for improvements to workplace health and safety laws
- Hosting bargaining and education conferences
- Encouraging community involvement and political action
- Working with the Ontario government to strengthen our public healthcare system
- Running public campaigns to raise awareness about healthcare issues

## Due Limits

- Minimum monthly dues: \$11.00 per member
- Maximum monthly dues: \$99.00 per member

## Initiation Fee

If you are a newly hired member, there is a one-time deduction fee of \$10.00. The initiation fee will be paid with the first deduction of union dues.

## Due Structure as of April 1, 2020

Monthly union dues will be 1.8% of the member's regular pay whenever the employee is being fully compensated by the employer:

- Paid union leave
- Paid bereavement leave
- Paid sick leave
- Jury and witness duty paid by the employer
- Vacation paid

Union dues are not deducted from the following:

- Pandemic Pay
- Overtime hours paid
- Statutory holiday pay if the employee is not working
- Vacation pay in lieu of vacation period
- Sub plans
- A weekly indemnity or long-term disability payments
- Retroactive pay
- Pay equity retro payment

If you have any question regarding your union dues please contact **Christine Le** at [c.le@seiuhealthcare.ca](mailto:c.le@seiuhealthcare.ca) or your union representative **Lynda Waechter** at [l.waechter@seiuhealthcare.ca](mailto:l.waechter@seiuhealthcare.ca)