

What Could a Union Cost You?

1199SEIU Dues	Maximum dues per year	Total dues over a 3-year contract
2% of monthly wages up to \$100 per month (up to \$125 per month for higher paid employees)	Up to \$1,200 (\$1,500 for higher paid employees)	Up to \$3,600 (\$4,500 for higher paid employees)

For example, someone paid \$26 an hour would owe dues of about \$90 a month. That's about \$1,080 per year. And that means it's almost \$3,250 over a typical 3-year contract.

- 1199SEIU dues are a percentage of employees' wages, so every time employees get a raise, the union may collect more from them.
- The amount union workers must pay is determined by 1199SEIU rules and could increase over time.

1199SEIU labor contracts generally require unionized employees to pay union dues or fees to keep their jobs with their employers.

Here is actual language on union security from the 1199SEIU contract at St. Joseph Hospital*

4. For the purposes of this Article, an Employee shall be considered a member of the Union in good standing if he/she tenders his/her periodic dues and initiation fee uniformly required as a condition of membership.
5. Subject to Article XXXI, an Employee who has failed to maintain membership in good standing as required by this Article shall, within twenty (20) calendar days following receipt of a written demand from the Union requesting his/her discharge, be discharged if, during such period, the required dues and initiation fee have not been tendered.

* Collective Bargaining Agreement between St. Joseph Hospital and 1199SEIU United Healthcare Workers East.