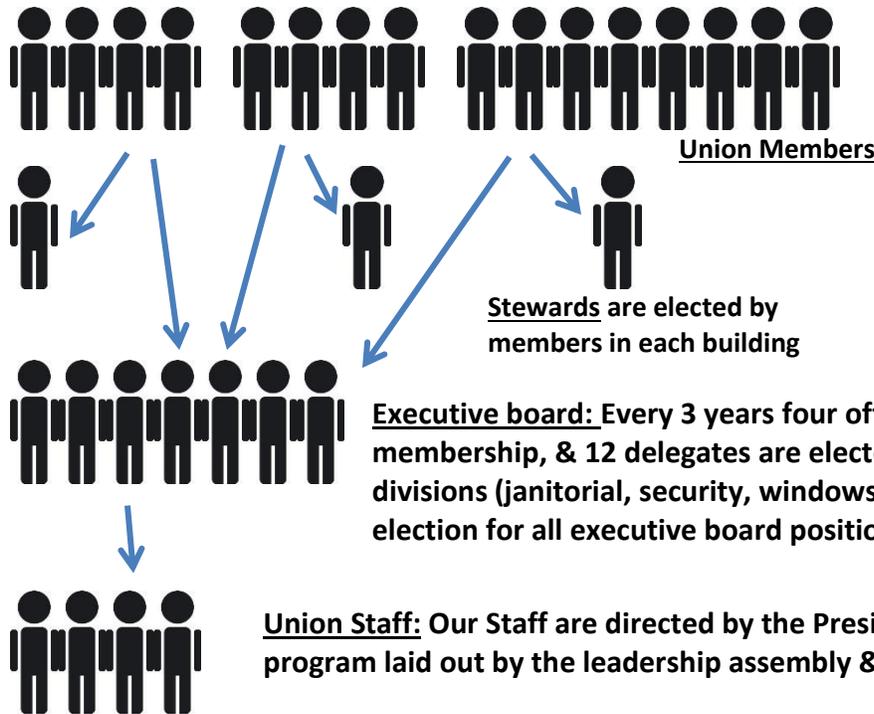




**SEIU Local 26: Know your rights**  
**Building Power at Work and in our Communities**  
 Educational: Our Leadership Assembly & Budget

# Who Makes Decisions in Our Union? YOU



**Leadership Assembly:** the stewards vote on the program and the budget of our union each year.

**The next Leadership Assembly will be May 14<sup>th</sup>, 11am. All are invited to attend!**

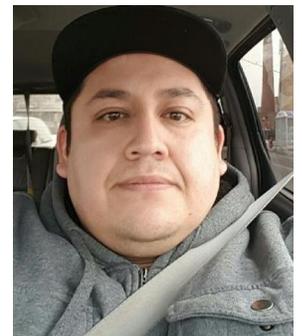
**Stewards** are elected by members in each building

**Executive board:** Every 3 years four officers are elected by the general membership, & 12 delegates are elected by the membership from all the divisions (janitorial, security, windows, in-house, retirees) The next officer election for all executive board positions will be by March, 2018

**Union Staff:** Our Staff are directed by the President to implement the program laid out by the leadership assembly & the stewards.

## Transparency: Where Does My Dues Dollar Go?

Our union is funded by our members. We are a democratic union, and all of our budgets, annual plans and dues are voted on by our members at our leadership assembly, and are public information, that you can find online [seiu26.org](http://seiu26.org) or at the union hall.



“When I was a non-union janitor I made about \$9.00/hour or \$1560/month, and paid no dues. Now with the union, I make \$15.12/hr, or \$2620/month, and pay \$56.00 in dues each month. Is it worth it? If you do the math, you see I end up way ahead of where I was without the union”  
 –Javier Sanchez

**\$.47**  
**Union Staff**  
 to help us file grievances, bargain contracts and organize



**\$.40** for local and national labor affiliations, to help us win pro-worker policies in DC and MN, and to organize global non-union companies that we could never beat on our own.

**\$.03**  
**Professional Fees**  
 for lawyers and Health and safety

**\$.05**  
**Office rent & material**

**\$.05**  
**Other**

# What is the Dues Rate?

On July 26<sup>th</sup> 2014, members voted to approve the new dues rate.

FULL TIME**	
hourly wages	Dues /month
\$0.00-9.50	\$37.50
\$9.51-10.00	\$38.00
\$10.01-10.50	\$38.50
\$10.51-11.00	\$40.00
\$11.01-11.50	\$41.50
\$11.51-12.00	\$43.50
\$12.01-12.50	\$45.50
\$12.51-13.00	\$47.00
\$13.01-13.50	\$49.00
\$13.51-14.00	\$51.00
\$14.01-14.50	\$52.50
\$14.51-15.00	\$54.50
\$15.01-15.50	\$56.00
\$15.51-16.00	\$58.00
\$16.01-16.50	\$59.50
\$16.51-17.00	\$61.50
\$17.01-17.50	\$63.50
\$17.51-18.00	\$65.00

PART TIME**	
Hourly wages	Dues/ month
\$0-8.00	\$26.00
\$8.01- 8.50	\$26.50
\$8.51-9.00	\$27.00
\$9.01-9.50	\$27.50
\$9.51-10.00	\$28.00
\$ 10.01-10.50	\$28.50
\$10.51-11.00	\$29.00
\$11.01-11.50	\$29.50
\$11.51-12.00	\$30.00
\$12.01-12.50	\$30.50
\$12.51-13.00	\$31.00
\$13.01 – 13.50	\$31.50
\$13.51 – 14.00	\$32.00
\$14.01 – 14.50	\$32.50
\$14.51 – 15.00	\$33.00

\*\*Maximum dues is \$65/month.

•**The new rate** is according to the attached scale, based on a calculation for full timers of about 2.1% of your wages.

•**NO DOUBLE DUES:** If you work two Local 26 union jobs, you should only pay one union dues. To be reimbursed for up to 3 months of the second dues, please contact the union hall (see info below)

## Saving for a Strike:

In 2014 our membership made the hard decision to increase dues to make us stronger, and to prepare us for the 2016 fight for a new union contract. As a result, we were able to save over \$240,000 in less than 2 years, and this was crucial to winning our new contracts and raises. Now we begin to save for future fights!

Find us on the web [Seiu26.org](http://Seiu26.org) or on facebook or twitter, or call: 1 855 265-6225, or  
Come to the union hall:  
**1620 Central Ave NE, Mpls**

## Discussion Questions for the Leadership Assembly

- 1) What is your evaluation of the last year for our Union, including our contract fights? What are you most proud of? What still needs to be improved?
- 2) Our union's Executive Board has recommended a Budget for 2016. Review those materials (from your steward) and the information above. What should be our priorities for 2016? Are there any changes you would like to see in how we use our money to accomplish that?
- 3) Elect your steward, to bring the ideas and feedback from your worksite to the Leadership Assembly, so that we can make decisions to make our union stronger!