

## Union Dues Could Cost You

### UNDERSTANDING THE REAL COST OF SEIU DUES

A union's main source of revenue is member dues, and therefore, unions are often motivated to get more dues paying members.

This is approximately how much money you would pay the Service Employees International Union (SEIU) if you joined as a member, regardless of whether or not the union negotiated anything better in a contract or even reached an agreement with the University. SEIU dues are 1.56 percent of your monthly wage up to a maximum of \$40.00/month. The union can unilaterally increase dues and change the dues structure on an annual basis.

| Approx. Monthly Salary | Per Month | Per Year | Over 3-Year Union Contract |
|------------------------|-----------|----------|----------------------------|
| \$1,200                | \$18.72   | \$224.64 | \$673.92                   |
| \$2,500                | \$39.00   | \$468.00 | \$1,404.00                 |
| \$4,000                | \$40.00   | \$480.00 | \$1,440.00                 |

Calculate your union dues at <http://www.ut.edu/provost/faculty-unionization/resources/>.

### PAYING UNION DUES AND UNION RULES

In a right-to-work state you are not required to pay dues as a condition of employment. However, if you aren't paying dues to the union, how vigorously do you think the union will work to represent you?

Unions refer to employees who don't join as "free riders" or "free loaders." That's because they are still covered by the same contract as dues paying members, and the union is still required to represent them, even though they don't have to support the union financially. Employees in right-to-work states report feeling like they "have" to join the union in order to have any voice at all in the terms and conditions of the contract. Research shows that even in right-to-work states, more than 75 percent of union-represented employees join the union and pay dues. In Florida, 84 percent of union-represented workers are union members, according to the U.S. Bureau of Labor Statistics.

## Right to Work Laws & Union Representation

There are 28 states with "right to work" laws, including Florida. That means that, in Florida and other right to work states, you cannot lose your job or be refused a job if you decide not to join a union. If you did decide to join the union, then you must abide by union rules in their constitution and bylaws, which includes paying dues.

### IF I DON'T HAVE TO JOIN THE UNION, WHY SHOULD I CARE IF FACULTY WANT TO BE REPRESENTED BY THE UNION?

You should care a lot. This is not an issue to take lightly. If a union wins the right to represent the faculty, they would become the exclusive representative for everyone in the bargaining unit regardless if everyone is a union member or not. The union would also have the legal right to speak on your behalf even if you didn't support the union or join the union as a member. The terms and conditions of the union contract would apply to you in the same way they would all the faculty in the bargaining unit.

Even if you think that you would never join a union, you would still be personally affected by union representation. The best thing to do if you are not interested or unsure about being represented by the union is to not sign a union card and to learn the facts. You have the right to tell union organizers or faculty who support the union that you are not interested.