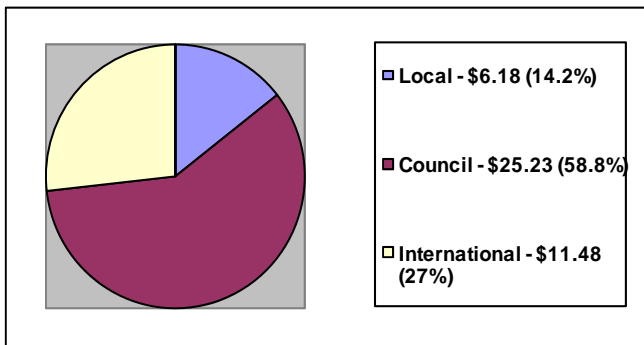


Membership vs. Fairshare

The contract between OHSU and AFSCME requires that employees represented by AFSCME either become Union members or pay a “fair share”* of the Union’s representation costs. Because of this, if you are hired into a “classified position” (i.e., a job title that is represented by a Union), you pay the equivalent of Union dues, whether or not you choose to become an active member of the Union.

Yes	Representation in investigatory meetings	Yes
Yes	Access all benefits of the contract	Yes
Yes	Affected by a strike	Yes
Yes	Pay the same amount in dues/contributions	Yes
Yes	Get to vote to go on strike or not	No
Yes	Access to Labors Community services –local financial assistance for members w/ hardships	No
Yes	Invited to attend the Labor day Picnic in Oaks park and other fun events like movie nights and more	No
Yes	Opportunity for trainings by the union such as <ul style="list-style-type: none"> • Conflict resolution • Investment • Public speaking • Diversity trainings • Many on-line self paced classes 	No
Yes	Opportunity to apply for educational scholarships	No
Yes	Attend local and international conferences and conventions	No
Yes	Continue to be able to participate in the union after retirement	No
Yes	Input in what political candidate/ballot measures to endorse	No
Yes	Benefit from AFSCME Advantage <ul style="list-style-type: none"> • Health savings • Reliable credit counseling • Debt management • Discounted home refinancing • Discounted auto insurance • Free and discounted legal services • Discounted home financing & refinancing • Discount on travel & car rentals • Discount computer purchasing • Discount on gym membership • Elder service discounts • Discounted cell phone service with AT &T 	No
Yes	Run for local office	No
Yes	Become a Steward or Bridge builder	No
Yes	Attend meetings of the Union	No
Yes	Be a part of 1.4million member organization	No
Yes	Have a say in the following: and more... <ul style="list-style-type: none"> • What goes into the contract • How your dues/fair share money is spent • Voice in the political process 	No

Distribution of Your Dues Dollars AFSCME Local 328



How are the Dues amounts determined?

In 2007 the State Council, Oregon AFSCME, voted to implement a percentage dues structure with a minimum of \$15.00 and an escalating maximum per month. From the total dues collected, the Council returns to the local a minimum flat amount of \$2.80 per member per month. In addition to this minimum amount, local 328 is permitted to collect an additional flat amount to budget for its specific needs. At OHSU we are paid every 2 weeks and the monthly dues deduction is split into two payments. In months that have 3 pay periods, there are no dues collected on the 3rd pay period.

*In Jan. 2010 the maximum dues will increase to \$65.00 per month.

So how much are my dues?

The percentage dues are prorated over 24 pay periods to include the weeks that OHSU does not deduct the dues. The percent dues that you pay is 1.38% of your base wage, plus a bi-weekly flat amount of \$1.74 that comes right back to the local. Base wages does not include overtime or shift differential. It does include work out of class and lead work differential. The minimum per pay period is \$7.50 (half of the monthly minimum) plus the \$1.74 flat amount, for a total minimum of \$9.24 per pay period, or \$18.48 per month. The maximum per pay period is \$30.00 (half the monthly maximum) plus the \$1.74 flat amount for a total of \$31.74 per pay period, or \$63.48 per month.

The average monthly dues as of 12/31/08 are \$42.83

Where does the money go?

National AFSCME. AFSCME is a nationwide union with over 1.3 million members. It is the largest public employee union in the United States. The national union works on the BIG issues: Healthcare issues such as staffing, patient protection and funding, contracting out, a fairer tax system, health and safety, labor law reform and other issues important to working people.

Each of the departments maintained by AFSCME in Washington, D.C. provides specialized expertise in areas such as Public Policy, Community Action, Education and Research.

The *Public Employee* is a magazine produced by AFSCME to help inform its members of trends and actions by public employees around the U.S. The amount of your dues that goes to the International is based on your full time status. More goes to the International from full time employees and less goes for part time employees. On average \$11.48 per month goes to the National union.

Oregon AFSCME. Most of the dues go to Council 75, which is the statewide organization with over 22,000 members. Council 75 is your AFSCME support system at the state level.

The Council hires your union staff representatives, who are the people who work closely with you and your elected officers and stewards in running your local union. They help you and your co-workers to negotiate your contract, set up your local union and handle grievances. They provide training for your union officers and stewards and other help you may need. Currently AFSCME Local 328 has four staff representatives.

To help your local union, the Council also employs two full-time Political Coordinators (lobbyists) and a Public Affairs Director (who handles internal/external communications, media relations and also is a lobbyist.) The Council also produces the *AFSCME Alert* to keep you up-to-date on important local, state and national issues.

In addition, \$3.00 of the Council's share of your dues is specifically earmarked for a dedicated Ballot Measure Fund used to fight measures aimed at public employees. The Donna Danner Scholarship Fund receives \$.05, the Strike Fund receives \$.50 and the Building Fund receives \$.50 of the Council's share of your dues. On average \$25.23 per month goes to Council 75

Oregon AFL-CIO. The Oregon AFL-CIO is a large affiliation of organized labor in Oregon. They lobby for fair legislation for working people here in Oregon. By uniting working people and their unions the AFL-CIO can bring important attention to the issues affecting working people in our state.

The Oregon AFL-CIO coordinates programs like the Labor Education Research Center. LERC offers classes for union members on a variety of topics. \$0.51 of the money that goes to the national union is returned to the Oregon AFL-CIO.

You're Local. Your local union also has its own treasury. You and your co-workers will decide how to spend what goes in your treasury. \$6.18 of your dues goes to your local treasury. \$2.00 of this total goes to the local's contract defense fund.

There are other benefits that come with AFSCME membership: discounts on travel, mortgages, loans, Union Privilege Visa and MasterCard credit cards, and two free consultations per year on any legal problem. These benefits represent a few more reasons why people are choosing AFSCME representation.