

# Facts About SEIU-UHW Union Dues

## How much would union dues be if you were represented by this union?

**Fact:** SEIU-UHW typically charges members about 2% of their base rate of pay in dues, up to a maximum of \$194/month.\*

For example, if you make:

<b>\$20.00</b> Per Hour <b>\$32</b> Per Pay Period Dues <b>\$832</b> Annual Dues <b>\$2,496</b> Dues paid over a three-year contract	<b>\$30.00</b> Per Hour <b>\$48</b> Per Pay Period Dues <b>\$1,248</b> Annual Dues <b>\$3,744</b> Dues paid over a three-year contract	<b>\$40.00</b> Per Hour <b>\$64</b> Per Pay Period Dues <b>\$1,664</b> Annual Dues <b>\$4,992</b> Dues paid over a three-year contract
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**Fact:** It is quite common for employees to be forced to pay union dues if their employer is unionized, even if the employees don't personally support the union.

**Fact:** If an employee is paying 2% of their pay in union dues, then a 3% across-the-board increase in base pay would actually be a 1% net increase for the employee (3% ATB – 2% union dues = 1%).

**Fact:** SEIU and other unions often claim that union dues are tax deductible. Tax deductions are governed by the IRS, and the most recent tax code reduces availability of itemizing deductions, meaning less people are able to deduct union dues. Consult your tax professional for advice.

\*SEIU-UHW's dues are two percent (2%) of a member's regular earnings, up to a maximum of forty (40) hours paid per week at the straight time rate, including regular straight time hours, paid time off and longevity pay included in base pay. Dues are not charged on overtime pay, callback pay, standby pay, differentials, and premiums paid in lieu of benefits. (Source: SEIU Constitution & Bylaws; LM-2)

## What Else Could You Do With 2% of Your Pay?

**Fact:** If you put 2% of your base pay into the SharpSaver Retirement Plan, Sharp will make a 2.5% matching contribution into your SharpSaver retirement plan for a total of 4.5%!

**Fact:** After 30 years, you would have paid over \$24,000 in union dues; by contrast, if you had put that same amount of money into the SharpSaver plan, **you could have earned over \$124,000!** (based on a pay rate of \$20 per hour, an annual contribution cadence, and a 5% estimated rate of return compounded annually).

What is 2% per year out of your pocket vs. 4.5% per year into your pocket?

	Year 1	Year 5	Year 10	Year 15	Year 20	Year 25	Year 30
<b>Union Dues</b>	-\$832	-\$4,160	-\$8,320	-\$12,480	-\$16,640	-\$20,800	-\$24,960
<b>SharpSaver Value</b>	\$1,872	\$10,344	\$23,546	\$40,395	\$61,899	\$89,345	\$124,374

