May 22, 2019
M19-019

To: SPEEA Council Delegates
From: SPEEA Treasurer Jimmie Mathis
Subject: NEW BUSINESS Organizing Support

Background

Historically, unions' waived dues for members in new bargaining units until they have a contract. A significant majority have updated their requirements waiving dues automatically.

The SPEEA Constitution grants the SPEEA Council the authority to waive dues for new bargaining units and the waiving of dues was brought before the council on each individual organizing effort when the organizing committee was preparing to submit cards.

Documenting this process will simplify organizing efforts for new bargaining units.

References:

SPEEA Constitution Section 3.3, Dues
- *3.3.1 Regular Members: "*The average hourly rate used to establish the uniform monthly dues obligation is the average hourly rate for all bargaining unit members represented by SPEEA… The dollar amount of the individual monthly dues obligation is the sum realized by multiplying the average hourly rate by 0.85, rounded to the nearest cent. In the event of a Bargaining Unit Strike, the dues obligation will not apply as defined in the SPEEA By-Laws"

SPEEA Constitution Section 7.4, Rights and Duties
- *7.4.1 Responsibilities: "The SPEEA Council is authorized to approve expansion transition plans requiring constitution exemptions for a maximum of two-years*"

SPEEA By-Laws, Section 7.4 Rights and Duties
- *7.4.1 Responsibilities: "*The SPEEA Council will approve expansion plans per the procedure defined in the SPEEA Policy. Expansion plans, which require exemptions from the SPEEA Constitution, may be for a maximum of two-years and require a 2/3-majority vote of the Council."

Motion

It is moved that the SPEEA COUNCIL approves waiving dues for members of newly organized bargaining units until three months after ratification of their first contract. These members shall be considered "Regular Members" during this time period. This waiver shall not last longer than two years from the date of bargaining unit certification.