

CUPE DUES: How they work

Setting Priorities

Each local in CUPE sets its own dues, depending on the needs and priorities of the local. Members at all sites had sent a strong message that maintaining representation at each site was a priority. The committee developed the structure and the budget with that priority in mind.

Another strong message from members was that they wanted to make sure that the union was able to file grievances and defend members' rights. With the continuing restructuring of UHT and the inclusion of many previously non-union members, the committee believes there will be a high number of grievances, which in turn will result in a high number of mediations and arbitrations. You will notice in the proposed budget that the committee has estimated a high cost associated for mediations and arbitrations. This amount will likely lower as things settle down in subsequent years, but the committee wanted to ensure the local could take on any arbitration cases required to defend the membership at this time.

Where do dues go?

For most new locals, members pay between one and two cents for each dollar they earn. For your local the committee is recommending 1.7%, which is in the middle of the range of what most CUPE locals set their dues at. Of this amount, only 0.85% goes to CUPE National, which is known as the 'per capita'.

Dues over and above the 0.85% stay with the local to cover the daily operations of the local, such as an office, local newsletters, websites, committee expenses, arbitrations, and mediation costs. They can also pay for members to attend education and training or attend conventions, as well as for affiliation fees with bodies such as local Labour Councils and the Ontario Council of Hospital Unions (OCHU). How this portion of the dues is spent is determined by you, the membership, at General Membership Meetings. Your committee is bringing the proposed interim L5441 budget to the membership for approval.

The 'per capita' portion of the dues pays for such things as your CUPE National Representative and a wide range of CUPE specialists including lawyers and researchers. A portion also goes into the CUPE Defence Fund, which currently sits at \$100M. Having a strong Defence Fund is essential and ensures members have the resources to defend their jobs and improve their wages.

What UHT CUPE members are currently paying:

Hospital	Number of members	Dues rate (%)	Book offs	Paid by
St. Joe's Service and Clerical	930	1.23	No full-time book offs. On as needed basis	Book off time paid by local
Providence Service	620	1.5	No full-time book offs. On as needed basis	Book off time paid by local
Providence Clerical (previously non-union)	60	0	n/a	
St. Mikes Service	960	1.8	No full-time book offs. On as needed basis	Book off time paid by local
St. Mike's Clerical (previously non-union)	660	0	n/a	
UHT Chaplains (previously non-union)	29	0	n/a	

What UHT CUPE members would pay at 1.7% dues

Based on a \$25/hour wage per pay period FT & PT

Status	Hourly Rate	Hours/Pay Period	Wages/Pay Period	New Dues 1.7%	Total Dues/Pay Period	Difference/Pay Period
Full time	\$25.00	75	\$1,875.00	0.017	\$31.88	
Part time	\$25.00	40	\$1,000.00	0.017	\$17.00	
				Current Providence Dues Rate 1.5%	Providence Current dues/pay period	Increased Difference
				0.015	\$28.13	\$3.75
				0.015	\$15.00	\$2.00
				Current St Joe's Dues Rate 1.23%	St Joe's Current dues/pay period	Increased Difference
				0.0123	\$ 23.06	\$8.82
				0.0123	\$ 12.30	\$4.70
				Current St Mike's Dues Rate 1.8%	St Mike's Current dues/pay period	Reduced Difference
				0.018	\$ 33.75	-\$1.88
				0.018	\$ 18.00	-\$1.00

Remember, dues are 100% tax deductible and the total paid each year appears on your T4 slip.

Helpful Information

What is a book-off?

Release time from work for a union member to do work for the local and members that is not time spent at meetings with the employer. Meetings such as grievance meetings, labour-management, redeployment, and discipline are all meetings with the employer and should not be paid for by the local.

What are affiliation fees?

Fees paid to a labour organization such as a Labour Council or OCHU for membership in their organization.

What other CUPE Hospital Locals have

Toronto area hospitals and similar size locals in Ontario

Hospital	Number of members	Dues rate (%)	Book offs	Paid by
Scarborough Hospital	2000	1.5	FT President Treasurer 1 day/week	President 60/40 employer/local shared Treasurer paid by local
Toronto Rehab	490	1.75	None	President released as required to attend meetings & paid by employer
Sick Kids	570	1.7	None	Attends meetings as required
William Osler	1700	2.0	President Vice President	Paid by local and meeting time with employer billed back to employer
Trillium	2200	1.5	None	President released as required to attend meetings & paid by employer
Lakeridge Health	2000	2.0	President Chief Steward & 1 st VP Treasurer	50/50 paid local & employer Local pays, bills back employer mtgs Half time book off – Local pays
Kingston Health Sciences	2250	1.65	President	50/50 paid local & employer

CUPE LOCAL 5441 PROPOSED BUDGET

Income (Estimated) - from dues at 1.7%			1.7
	St. Michaels		\$ 188,496.00
	Providence		\$ 142,800.00
	St. Joseph		\$ 153,000.00
	Clerical		\$ 141,667.00
	Total Estimated Income:		\$ 625,963.00
Full Time Book-Off			
	President	\$ 60,060.00	
	Executive Chief Steward	\$ 45,000.00	
Ad-Hoc Book-Off			
	Executive Board/Membership Meetings	\$ 48,000.00	
	Election Tables January 23	\$ 3,150.00	
	Election Tables February 18	\$ 3,150.00	
	Ratification Clerical December 13	\$ 3,150.00	
Bargaining Committee (Prep Meetings)			
	Bargaining Service	\$ 13,650.00	
	Bargaining Clerical	\$ 9,450.00	
	Harmonization	\$ 10,500.00	
Educational Leave			
	February 18-21 Financial Officers	\$ 5,740.00	
	March Parliamentary Procedures	\$ 3,500.00	
	March Stewarding Introduction	\$ 3,500.00	
Executive Board Leave			
	Secretary-Treasurer	\$ 8,400.00	
	Recording-Secretary	\$ 8,400.00	
	Site VP	\$ 33,600.00	
	Other	\$ 4,200.00	
Grievance and Arbitration			
	Arbitration	\$ 95,000.00	
	Mediation	\$ 32,000.00	
Cell Phones			
	15 Phones @ \$75.00	\$ 13,500.00	
Social			
	New Year Party	\$ 15,000.00	
	Summer BBQ	\$ 15,000.00	
Hall Rental			
	300.00 meeting	\$ 3,600.00	
Executive Expenses			
	Per Diem	\$ 9,125.00	
	Travel (mileage, parking)	\$ 15,000.00	
Honorariums			
	President	1	\$ 2,796.00
	Vice President	1	\$ 2,100.00
	Recording Secretary	1	\$ 1,800.00
	Secretary Treasurer	1	\$ 1,800.00
	Executive Steward	1	\$ 1,800.00
	Site VP	4	\$ 7,200.00
	Lead Stewards	6	\$ 9,000.00
	Stewards	40	\$ 12,000.00
Conferences and Conventions			
	OCHU		\$ 35,000.00
Affiliations			
	OCHU		\$ 96,000.00
	Total Estimated Expenses		\$ 631,171.00
	Balance		-\$ 5,208.00

*Note: balance does not include income from cost-share with CUPE National or partial bill back to employer for book-offs

Visit the new CUPE Local 5441 website: 5441.cupe.ca

Other helpful links:

CUPE Ontario - cupe.on.ca

Ontario Council of Hospital Unions – ochu.on.ca

CUPE National – cupe.ca



CUPE 5441

CUPE LOCAL 5441 STRUCTURE, BUDGET AND DUES RECOMMENDATIONS

As promised during the merger campaign, CUPE brought together representatives from all sites to work collaboratively on developing a structure for the new CUPE 5411 – UHT Local. This group of representatives is known as the CUPE Local 5441 Union Restructuring Committee and is composed of members from:

- St Joe's, Providence and St Mike's Clerical members;
- St Joe's, Providence and St Mike's Service members;
- UHT Chaplains; and
- C&W (housekeeping at Providence)



Local 5441 Union Restructuring Committee:

Front: Michael Couto; Sarah Daniel; Ann Piper; Ellen (Jianhua) Wu; Joseph Dias; 2nd Row: Boris Hemon; Hayat Manfaredi; Daniel Callaghan; Mailo Padillo; Marcel Comeau; Drew Truscott; Back: Barbara Frey; Gabriel Lopez; Scott Vargas; Demetri Klerides; Michael Brito; Shirley Bishop; Elkin Greig.

The committee met from November 19 to 22 to develop a new local structure which is being brought to the membership for approval.

The committee, with the support of CUPE National Staff, was formed to evaluate and determine the needs of the new local and its 3300 members across the city.

The committee unanimously supports a new structure they feel will ensure all members are represented and in which all members will have a voice. The new structure will ensure our new local is strong and can take on the difficult rounds of bargaining ahead of us, as well as confronting any challenges to healthcare brought on by the Conservative Government under Doug Ford. (See structure document for info on the new structure).

The Union Structure Committee also developed a proposed budget to support Local 5441's new structure (see back page for proposed interim budget) and recommend a dues rate to members that will support the budget and new structure. The committee unanimously supported the proposed interim budget and a dues rate of 1.7% to achieve this budget and level of servicing.