

November 20, 2024 **UNION BULLETIN BOARD/WEBSITE COPY**

WRITTEN NOTICE OF MOTION on **DUES REDUCTION**
directed to entire membership Local 386.

TO ALL MEMBERS OF C.U.P.E. LOCAL 386:

TAKE NOTICE, that I, Brother Gerry Townsend, Member 9054, intend to move the following change to the **DUES structure** found in **Article 7.2.1** of our C.U.P.E. Local 386 Constitution, as shown below and FOUND BY ANYONE ON PUBLICLY available weblink.

[cupe-386-constitution-and-bylaws-september-2024-signed-2.pdf](#)

This motion proposes a **REDUCTION** in union DUES, from current 0.02106 factor, equating to 2.106% of gross wages, **TO** a **LOWER 0.01250 factor equating to 1.25% of gross wages**.

Current Local 386 constitution Article 7.2 extract reads as follows:

“...7.2 Dues

7.2.1 *The dues shall be not less than the dollar amount that is arrived at by applying a factor of 0.02106 to the bi-weekly gross earnings.*

Any changes in the Local Union dues can be made only at a Regular or Special meeting, provided that at least seven (7) days notice at the previous meeting or at least sixty (60) days written notice has been given, except where the minimum dues are raised by an Amendment to the CUPE National Constitution....”

Under the current language above, a factor of 0.02106 equates to 2.106% of bi-weekly gross earnings, which includes regular **and overtime wages INCLUDING a charge against in lieu benefits paid to auxiliary staff**. Proposed amendment is to **REDUCE** the factor to 0.01.25250, which equates to 1.25% of bi-weekly gross earnings.

Proposed change language is shown below:

Current language in Article 7.2.1 reads as follows:

“...7.2 Dues

7.2.1 *The dues shall be not less than the dollar amount that is arrived at by applying a factor of 0.02106 to the bi-weekly gross earnings.*

Any changes in the Local Union dues can be made only at a Regular or Special meeting, provided that at least seven (7) days notice at the previous meeting or at least sixty (60) days written notice has been given, except where the minimum dues are raised by an Amendment to the CUPE National Constitution....”

New proposed language under 7.2.1 is as follows:

7.2 Dues

7.2.1 *The dues shall be not less than the dollar amount that is arrived at by applying a factor of ~~0.02106~~ 0.01250 to the bi-weekly gross earnings.*

Any changes in the Local Union dues can be made only at a Regular or Special meeting, provided that at least seven (7) days notice at the previous meeting or at least sixty (60) days written notice has been given, except where the minimum dues are raised by an Amendment to the CUPE National Constitution.

[This equates to 1.25% of gross earnings REDUCED from current 2.106% of gross earnings].

An amendment is possible at the meeting to further **decrease** or to **increase** this proposed factor and also to **add language eliminating a charge on in-lieu benefits received by auxiliary staff as there is no dues charge on extended/dental health benefits provided to regular members.**

Rationale:

The current dues structure is **substantially more than what is needed** for efficient and effective administration of Local as demonstrated by Executive passing a motion to “gift” back part of the interest on term deposits held. (see more on this in redacted section below).

The membership is struggling with increasing costs due to inflation and this especially affects the members at lower salary levels, or working as part time auxiliaries, without any other salaries coming in and no opportunity to become full time members. The auxiliary employees are also charged on their in-lieu of benefits while there are no dues charge for regular employees on their extended benefits received or vacation taken.

The current dues structure of 2.106% was required **30 years ago** when there was a smaller membership with considerably less wages. Since then, the membership has swollen to over 1,110 members. More members with higher salaries make 2.106% no longer required.

The current dues are **more than what is needed** for efficient and effective administration of Local as demonstrated below in **Financial Rationale** section below with figures taken from Trustee Report for 2023 that was never shared with members as called for in Constitution.

COMPARISONS

Here is a breakdown comparison on \$ 50,000 wages with 2.106% current dues.

On each \$10,000 of wages this equals to \$211 r.

On \$50,000 wages this would equal **\$1,053 dues deducted.**

On \$70,000 wages this would equal \$1,474 r dues deducted.

Here is a breakdown comparison on \$ 50,000 wages with 1.25% REDUCED DUES

On each \$10,000 of wages 1/25% DUES equals to \$125 (savings of \$86)

On a \$ 50,000 wage this would equal \$625 dues deducted (savings of \$428).

On a \$ 70,000 wage this would equal \$875 dues deducted (savings of \$ 600 r.)

Alternate amendment to **INCREASE PROPOSED RATE TO 1.5 %** dues on \$50,000 wage equals \$1,050 (savings of \$424) compared to savings of \$600 using 1.25 dues structure.

Alternate amendments to **DECREASE PROPOSED RATE TO 1.0%** dues on \$50,000 wage equals \$500 (savings of \$553)

It is important to note that employees' wages have already gone up

On Jan 1/23 by 5.0%

On Jan 1/24 by 4.5% and will further increase

On Jan 1/25 by 3.5%.

Current dues of 2.106% - proposed dues of 1.250% = 0.856% savings to members.

FINANCIAL RATIONALE

If you are reading this Notice on Union Board or Local Website this information is redacted to avoid information not being shared with non Local members.

To receive a copy of the unredacted Notice with these details:

Please contact Local office or Gerry Townsend at gerry.townsend@yahoo.com or 604 351 8542 to obtain these details redacted to avoid information provided to non members. You are encouraged to share your home email with the Local to receive timely follow up on this Notice of Motion. **You can also talk to fellow workers to see if they obtained an email copy that they can forward to your home email from their home email.**

REDACTED TEXT:

I would be pleased to discuss this motion if members wish to contact me at 604 351 8542 or at gerry.townsend@yahoo.com and/or to obtain more information.

Gerald (**GERRY**) Townsend (J.E.D.I.)
Justice, Equity, Diversity and Inclusion Facilitator (J.E.D.I.)
Member Local Bargaining Committee on last negotiations
Previous **Member-at-Large INSIDE Workers**
Past **President BCIT Alumni Association.**)
Regional Representative N.W.D. Labour Council BC FORUM