



David Rolf *President*
 Adam Glickman *Secretary-Treasurer*
 Sterling Harders *Vice President*

December 14, 2017

[Redacted]

Dear [Redacted]:

I am writing to acknowledge receipt of your letter informing us of your objection to paying an agency fee to SEIU 775 ("Union"). You have the right to object to providing financial support for union activities not germane to collective bargaining. Forty-three percent of the Union's funds were spent in its most recently-audited accounting year for activities not germane to collective bargaining, and fifty-seven percent were spent for activities germane to collective bargaining. For the 2018 fee year (January 1 through December 31, 2018), you will be charged an objector agency fee that reflects only activities germane to collective bargaining.

Your standard union membership dues rate currently equals 3.2% of gross wages each month with a minimum of \$33.00 per month,¹ and is subject to change. Reflecting the above calculations, the Union has set the objector agency fee rate at 1.82% of gross wages each month, with a minimum objector agency fee, where applicable under the standards for the minimum dues charge (see fn. 1), in the amount of \$18.81 per month. This objector agency fee percentage shall remain in effect until December 31, 2018.

If you have any questions, please feel free to write to me at the address on this stationary.

Sincerely,

Adam Glickman
 Secretary-Treasurer

¹ The minimum dues rate applies to all regular members who work forty (40) hours or more in any given month, associate members, and members who are out of work due to lay-off.

SEIU 775
 215 Columbia Street | Seattle, WA 98104

WA Agency Home Care 2018

Member Resource Center 1.866.371.3200 www.seiu775.org

Our mission is to unite the strength of all working people and our families, to improve our lives and lead the way to a more just and humane world.

