



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

May 2016

[Redacted]

Dear [Redacted]

You are receiving this letter because you contacted SEIU 775 ("Union") and told us that you do not want to join or financially support the Union.

We hope you will consider changing your mind. We urge you to stay with our caregivers movement—a movement that has improved the lives of tens of thousands of caregivers. By uniting and standing together, we've doubled our wages; won healthcare, paid time off, and professional training; stopped cuts to our critical programs; and stood up for our loved ones and clients.

We have much more to do, including bargaining and winning a new IP contract to win a \$15 minimum wage for all caregivers, increase our retirement benefit, and continue improving services for clients, and we hope that you'll add your voice as we stand together for all caregivers.

Under the terms of the membership form you signed, you agreed to authorize your employer or employers to deduct from your wages all Union dues and other fees or assessments as shall be certified by SEIU 775 under its Constitution and Bylaws and to remit those amounts to SEIU 775. You also agreed that this authorization would be irrevocable for a period of one year from the date of execution and from year to year thereafter unless not less than thirty (30) and not more than forty-five (45) days prior to the annual anniversary date of your authorization or the termination of the contract between your employer and the Union, whichever occurs first, you notify the Union in writing, with your valid signature, of your desire to revoke this authorization.

You signed your membership form on [Redacted], and so your next window period is [Redacted]. If you would like a copy of your membership form, please call the Member Resource Center at 1-866-371-3200.

Because you have revoked your authorization outside the window period, Union dues and all other fees or assessments that SEIU 775 has certified under its Constitution and Bylaws will continue to be deducted from your paycheck until your window period even though you are no longer a member. If the first day of your window period falls in the first two weeks of the month, we will report this to the State by 18th of that month and no dues should be deducted after that day. If the first day of your window period falls in the second two weeks of the month, we will report this to the State by the 3rd of the following month and no dues should be deducted after that day. You have the option of remaining an SEIU 775 member while you are making the payments required by the membership form you signed. Please return the form attached if you would like to remain a member until your deductions cease.

Membership in SEIU 775 is valuable. Only members have the right to participate fully in the internal affairs of the Union, vote for Union officers, run for Union office, be involved in collective bargaining and vote to reject or ratify the collective bargaining agreement for your bargaining unit. You will lose these rights if you do not return the attached Retention of Membership form.

SEIU 775
215 Columbia Street | Seattle, WA 98104
Member Resource Center 1.866.371.3200 www.seiu775.or

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.



Once you signed a membership form, you were given access to our new Membership Plus program, which gives caregivers exclusive discounts on everyday expenses like cell phone bills, car insurance and prescriptions. You also received a life insurance policy at no additional cost to you. While you continue to make payments, you will remain eligible to access the Membership Plus program and our exclusive life insurance policy. After your deductions cease, you will lose these benefits as well.

You do not need to revoke your authorization again. Deductions will stop automatically at the Union's request after your window period has begun. Please let us know if the State has not honored the Union's request within the timeframe described by calling the Member Resource Center at 1-866-371-3200.

Again, we hope you change your mind and decide to unite together with tens of thousands of caregivers across the state in supporting quality care for our clients and better wages and benefits for caregivers. If you want to continue supporting the Union, call the Member Resource Center at 1-866-371-3200.

Sincerely,

A handwritten signature in cursive script, appearing to read "Adam Glickman".

Adam Glickman
Secretary-Treasurer

RETENTION OF MEMBERSHIP FORM

I have been informed that even though I have notified the Union that it is my intent to resign my membership in SEIU 775, Union dues and all other fees or assessments that SEIU 775 has certified under its Constitution and Bylaws will continue to be deducted from my paycheck until the window period set forth in the authorization card I previously signed. I have also been informed that I have the option of remaining an SEIU 775 member while making the payments required by that membership card.

I am further aware that although I am not required to remain a member of the Union, and may revoke my membership at any time, should I decline to be a member of SEIU 775, I will lose all the rights of union membership, including the right to attend union meetings, the right to ratify my collective bargaining agreement, and the right to vote for union officers. The Union will nevertheless continue to represent me fairly.

In light of the foregoing, and because of my desire to retain the rights of union membership at least for so long as dues, fees and/or assessments are being deducted from my paycheck, I wish to retain my membership in SEIU 775 until my window period and hereby instruct the Union accordingly.

Name: _____

Signature: _____

Date: _____

Address: _____

Phone: _____

Email: _____

Employer: _____