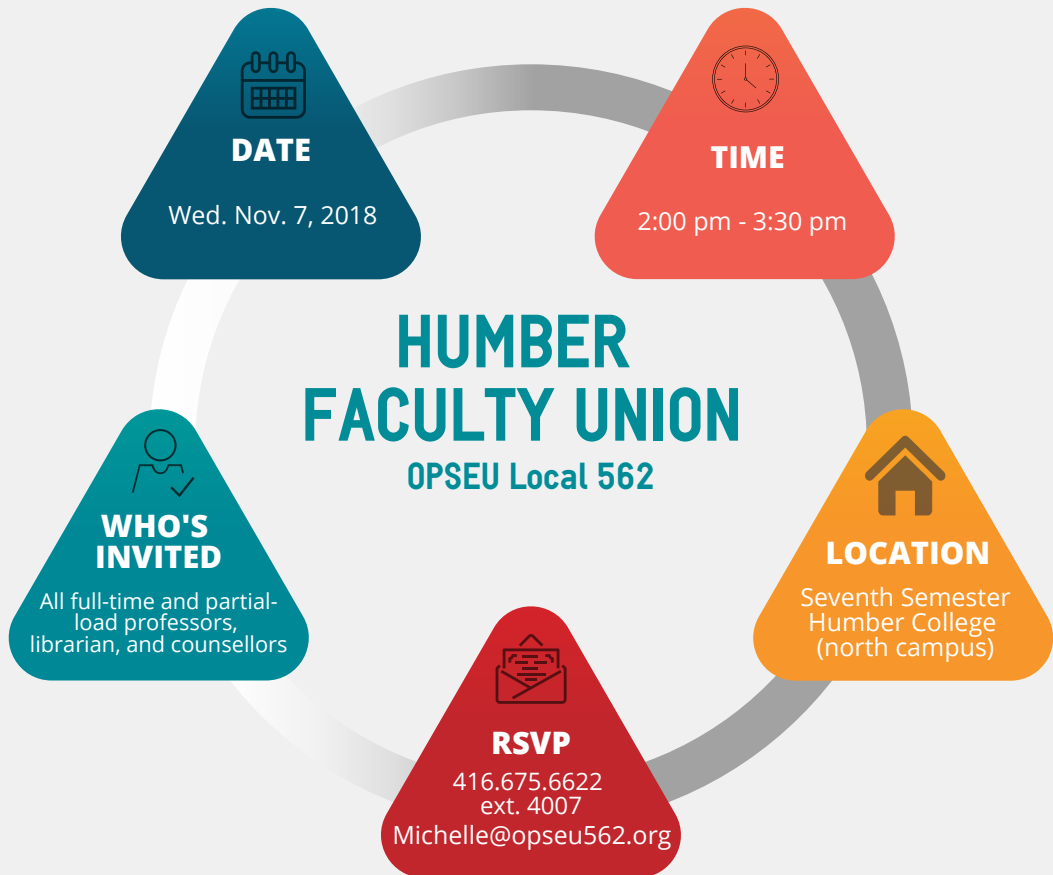


General Membership Meeting



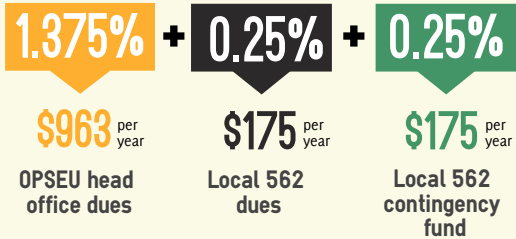
TWO MOTIONS WILL BE PRESENTED:

1. to increase the current strike levy; and
2. to amend the CAAT Pension local reimbursement.

ALL FULL-TIME AND PARTIAL-LOAD FACULTY PAY UNION DUES



Total annual dues paid by a member earning \$70,000 per year:



As a member of Humber Faculty Union (Local 562), you receive the salary, benefits and professional conditions that have been negotiated by the Ontario Public Service Employees' Union (OPSEU), on your behalf. As such, union dues are automatically deducted from your pay.

Included in these dues is a 0.25% levy that has been collected and used to fund the local's contingency fund (strike fund) since 2004. This fund is only used for strike-related expenses. Prior to the 2017 strike, the fund had reached \$2.1M, but was fully depleted in last year's strike.

MOTION TO INCREASE THE STRIKE LEVY

GENERAL MEMBERSHIP MEETING

NOV 7 • Where: Seventh Semester
 • When: 2:00 pm - 3:30 pm
 All members who attend the meeting and are present at the time of the vote may choose to accept or reject the motion.

MOTION: "Be it resolved that the 0.25% levy, that was established in 2004 for the OPSEU Local 562 contingency (strike) fund, be raised to 0.50%, effective January 1, 2019."



ACCEPT THE MOTION

or

REJECT THE MOTION

- Out of sight, out of mind. Let the local save money on your behalf, in preparation for the next strike.
- The money deducted is not used for anything else. It goes right back into your pocket in the event of a strike.
- We won the strike last fall! The employer attempted to send us back with a poorer contract by prolonging the strike two extra weeks. The cushion of the strike fund gave us the ability to withstand this pressure.
- The time to prepare for the next strike is NOW! We need to send a strong message to the employer that we won't be intimidated by fear of a work stoppage.

- The present strike levy amount is in line with most other Ontario College locals.
- Part of your OPSEU dues is allocated to the OPSEU strike fund. In other words, you are already paying into two strike funds.
- We need to respect our members' rights to manage their own finances. We cannot remove an unwarranted amount without risking being too intrusive on that right.
- By increasing the levy, we risk being too impactful on some of our members' present financial status. We cannot cause financial hardship today just to save for a future strike.
- Based on the 2006 and 2017 strikes, there is no correlation between the length and outcome of a strike and the size of the strike fund.

Annual Dues: \$1,488
 (Based on \$70,000 annual income) (dues: 2.125%)

Annual Dues: \$1,313
 (Based on \$70,000 annual income) (dues: 1.875%)

Faculty Dues based on Annual Income

Annual Income*	Current Annual Dues Paid			Annual Dues Paid if levy increases to 0.5%			Annual Increase Of
	OPSEU (1.375%)	Local 562 (0.25%)	Strike Fund (0.25%)	OPSEU (1.375%)	Local 562 (0.25%)	Strike Fund (0.5%)	
\$20,000	\$275.00	\$50.00	\$50.00	\$275.00	\$50.00	\$100.00	\$50.00
\$25,000	\$343.75	\$62.50	\$62.50	\$343.75	\$62.50	\$125.00	\$62.50
\$30,000	\$412.50	\$75.00	\$75.00	\$412.50	\$75.00	\$150.00	\$75.00
\$35,000	\$481.25	\$87.50	\$87.50	\$481.25	\$87.50	\$175.00	\$87.50
\$40,000	\$550.00	\$100.00	\$100.00	\$550.00	\$100.00	\$200.00	\$100.00
\$45,000	\$618.75	\$112.50	\$112.50	\$618.75	\$112.50	\$225.00	\$112.50
\$50,000	\$687.50	\$125.00	\$125.00	\$687.50	\$125.00	\$250.00	\$125.00
\$55,000	\$756.25	\$137.50	\$137.50	\$756.25	\$137.50	\$275.00	\$137.50
\$60,000	\$825.00	\$150.00	\$150.00	\$825.00	\$150.00	\$300.00	\$150.00
\$65,000	\$893.75	\$162.50	\$162.50	\$893.75	\$162.50	\$325.00	\$162.50
\$70,000	\$962.50	\$175.00	\$175.00	\$962.50	\$175.00	\$350.00	\$175.00
\$75,000	\$1,031.25	\$187.50	\$187.50	\$1,031.25	\$187.50	\$375.00	\$187.50
\$80,000	\$1,100.00	\$200.00	\$200.00	\$1,100.00	\$200.00	\$400.00	\$200.00
\$85,000	\$1,168.75	\$212.50	\$212.50	\$1,168.75	\$212.50	\$425.00	\$212.50
\$90,000	\$1,237.50	\$225.00	\$225.00	\$1,237.50	\$225.00	\$450.00	\$225.00
\$95,000	\$1,306.25	\$237.50	\$237.50	\$1,306.25	\$237.50	\$475.00	\$237.50
\$100,000	\$1,375.00	\$250.00	\$250.00	\$1,375.00	\$250.00	\$500.00	\$250.00
\$105,000	\$1,443.75	\$262.50	\$262.50	\$1,443.75	\$262.50	\$525.00	\$262.50
\$110,000	\$1,512.50	\$275.00	\$275.00	\$1,512.50	\$275.00	\$550.00	\$275.00

**Based on full-time and partial-load earnings only. Part-time and sessional faculty do not pay union dues.*