



United Public Employees of California, Local 792

Serving Those Who Serve Their Communities

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LOCAL EXECUTIVE BOARD

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AFFILIATED WITH:

LABORERS INTERNATIONAL UNION
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AFL-CIO

FIVE COUNTIES CENTRAL
LABOR COUNCIL

MONTEREY-BAY CENTRAL
LABOR COUNCIL

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LABOR COUNCIL

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LABOR COUNCIL

Union Dues Bulletin

UPEC Business Manager Chris Darker has been meeting with DPPA employees at their worksites for Q & A.

Q: How much are the dues?

This is a great question and one we look forward to answering. Our monthly dues are \$ 37.50. Generally, dues are paid through payroll deduction over 24 pay periods and are tax deductible.

"Member dues should be kept at the lowest possible amount leaving more money in the members pocket and not the Union's bank account".

Chris Darker, UPEC Business Manager

Q: Can my dues be increased?

Yes. Local dues can be increased by a vote of the local membership or delegates to the International Convention held every five years.

The UPEC Business Manager and the UPEC Executive Board will identify when there is a need, Every member will be notified in writing well in advance of any vote to increase their dues. Members have the right and the opportunity to comment and question the Board on their recommendation.

Currently, every member of UPEC pays the same amount in dues. How dues are paid is also decided by a vote of the membership, i.e. flat dollar amount or percentage of base pay.

Q: Why would dues need to increase?

The Local Union operates like any other private business, employer or service organization. When expenses increase such as gasoline, employee wages and benefits, travel, legal costs etc., the local has a legal obligation and commitment to represent the needs of it's members.

Q: Who spends the dues?

The Business Manager & Secretary-Treasurer is an elected official and the Chief Financial Officer for UPEC. From the dues received, the International receives \$6.50 per member, per month. This amount is for support services provided by the International for the Locals. The UPEC Executive Board creates an annual budget and decides how dues money is spent at the local level. Members have the opportunity to vote on the local budget.

Q: What does Dues money pay for?

Dues pay the salaries of our staff, transportation, offices, supplies, negotiations and representation, etc. Historically, UPEC has used less than \$.60 cents per member, per year on local political action for City and County elections.

Member dues pay for professional negotiators to negotiate the best contract possible with the ability and resources to enforce the negotiated agreement after it is signed.

Member dues pay for our professional staff to handle grievances such as contract violations and disciplinary matters. UPEC handles cases from the very start allowing it's members to focus on their job. Representatives are available to members by telephone on our toll-free office line, by cell phone, texting and by email to answer your questions, give advice and communicate with you directly throughout your case.

Q: Are there any additional fees?

No. There are no other fees or charges. Should you find yourself needing representation over a grievance, disciplinary matter or appealing a termination to an arbitration hearing, it is all covered by your monthly dues of \$37.50. Arbitration cases are heard by a neutral hearing officer and historically costs between \$3,000.00 and \$50,000.00, an amount that most of our members don't have set aside. Again, this is covered at no additional charge to the member.

If this is the accountability and representation you want from a union, along with professional negotiators who, through a contract, will secure your wages, hours and other terms and conditions of employment, complete the "**Proof of Employee Support**" form available from UPEC or DPPA and submit it today.