

Attachment A

2021 SEIU 32BJ New England District DUES RATES (Effective 1/1/2021)

The 32BJ New England District dues percentage deduction is 2.5% of gross wages with minimums and maximums. Gross wages are defined as **TOTAL** compensation which includes vacation time, sick time, overtime, bonuses or shift differentials.

Weekly Deductions

<u>Category of Worker</u>	<u>Amount of <i>Weekly</i> dues deduction</u>
Earning between \$0.01 and \$357.99 per week	\$8.95
Earning between \$358.00 and \$729.99 per week	2.5% of gross weekly earnings
Earning \$730.00 or more per week	\$18.25

Bi-Weekly Deductions

<u>Category of Worker</u>	<u>Amount of <i>Bi-Weekly</i> dues deduction</u>
Earning between \$0.01 and \$715.99 per bi-week	\$17.90
Earning between \$716.00 and \$1459.99 per bi-week	2.5% of gross bi-weekly earnings
Earning \$1460.00 or more per bi-week	\$36.50

Monthly Deductions (for reference only, not to be used)

<u>Category of Worker</u>	<u>Amount of <i>Monthly</i> dues deduction</u>
Earning between \$0.01 and \$1,550.99 per month	\$38.78
Earning between \$1,551.00 and \$3,162.99 per month	2.5% of gross monthly earnings
Earning \$3,163.00 or more per month	\$79.08

Initiation Fees

The initiation fee is three times (3X) the minimum dues taken in three monthly installments and deducted concurrently with regular dues deductions. This is a one-time, lifetime deduction.

All categories of worker \$116.35

The Agency Fee Rate August 1, 2019 to July 31, 2020 is 73% of the Dues Rate for nonmembers. Effective August 1, 2020 through July 31, 2021, the agency fee rate is 77%.