



Bylaws (BL #3)

1 **Subject:** Sub Local Rebates
2 **Authored by:** Rachele Mullins
3 **Submitted by:** Sub Local 200
4

5 **WHEREAS**, sublocals are the primary method of recruiting new union members and
6 engaging members at their worksites.
7 **WHEREAS**, sublocals are responsible for the budget for member meetings and events,
8 and reimbursement of expenses for stewards and officers.
9 **WHEREAS**, sublocal expenses have increased due to a growing workforce and
10 inflation’s impact on common expenses. Statewide sublocals experience additional
11 pressures of supporting multiple worksites across the state.
12 **WHEREAS**, healthy sublocal budgets allow elected officers to actively engage union
13 members, and recruit new employees and non-members.
14

15 BE IT RESOLVED that SEIU 503, OPEU shall amend Article XX, Section 2 of their
16 Bylaws as follows:

17 (a) Locals shall be allotted funds on an annual basis based on the rate of ~~\$1.15 per dues~~
18 ~~paying member per month and \$.90 per fair share payer per month~~ as follows:

- 19 \$2.50 per member per month for single site Locals
- 20 \$1.95 per fair share payer per month for single site Locals
- 21 \$3.00 per member per month for statewide Locals
- 22 \$2.35 per fair share payer per month for statewide Locals

23 The number of members and payers shall be based upon the September membership
24 report immediately prior to the allocation. In no event shall a Local receive less than \$400
25 \$850 per year, except as described in subsection (e) and (f) of this Section.

26 (b) Annual funding shall be allotted with a minimum of two equal disbursements to
27 each Local in each fiscal year, except as described in subsection (e) and (f) of this
28 Section. Allotments pending disbursement shall be held in the General Fund to
29 earn interest for the benefit of the membership. Should a Local require additional
30 funding to supplement the first fiscal disbursement, the Local may request early
31 allotment of the next disbursement and funds shall be disbursed if available.

32 For 2024 allotments, Locals may, with good cause, request to the Finance Committee an
33 adjustment between the prior calculation and the new calculation to make up for
34 shortfalls in their budget caused by the impacts of inflation.

35 ****

36 (g) For the years 2025-2033, a 5% annual increase shall be applied to the funding
37 allotments in subsection (a) above.

38 **** Provisions of the Bylaws not modified by this resolution are not shown. Please see
39 the full Bylaws for all provisions related to sublocal rebates.

IMPACT STATEMENTS

Financial: Currently \$1.15 goes to sublocals per member/per month. This resolution is a 117% percent increase in the amount of dues that goes directly to sublocals for single site locals and 160% increase for statewide locals.

In the 2024 fiscal year, with an estimate for the August payment, \$517,248 will be deposited into sublocal accounts. As of 5/31/24, before the August payment, sublocals have combined \$593,575 in their accounts.

In order to cost this, the data and finance team made some assumptions about single site and statewide locals since that is no longer used in our systems. We assumed single site meant smaller state agencies with most of their workers in their headquarters, local governments, private non-profits. Using this definition of single site and statewide locals, the cost through the 2033 is below.

	estimated current calculation	estimated with new calculation and some single site locals and 5% inflation	difference
2025	\$567,482.0	\$1,457,174.6	\$889,692.6
2026	\$567,482.0	\$1,530,033.3	\$962,551.3
2027	\$567,482.0	\$1,606,535.0	\$1,039,053.0
2028	\$567,482.0	\$1,686,861.7	\$1,119,379.7
2029	\$567,482.0	\$1,771,204.8	\$1,203,722.8
2030	\$567,482.0	\$1,859,765.1	\$1,292,283.1
2031	\$567,482.0	\$1,952,753.3	\$1,385,271.3
2032	\$567,482.0	\$2,050,391.0	\$1,482,909.0
2033	\$567,482.0	\$2,152,910.5	\$1,585,428.5
Total	\$5,107,338.0	\$16,067,629.5	\$10,960,291.5

With the structure of our budget and 75% being personnel and 25% operations/program (after per-caps to the International Union are removed), there would be impacts on staff and program to be able to fund the change in the formula.

Equity: Unknown. It is unclear how increasing the sublocal rebates would impact other programs of our unions, like our organizational equity inclusion and belonging programs and the work of our caucuses.

Legal: Representational and other legal costs are currently paid for by the Union, not sublocals. Substantially increasing sublocal rebates is likely to reduce resources available for member representation and legal costs unless sublocals begin paying for such costs.

Political: No impact