

**NOTICE OF GENERAL MEMBERSHIP MEETING AND VOTE ON INITIATION &
REINSTATEMENT FEE INCREASES**

**NOTIFICACIÓN DE REUNIÓN GENERAL DE MIEMBROS Y VOTACIÓN SOBRE
AUMENTO DE CUOTAS DE INICIACIÓN Y REINTEGRO**

會員大會和增加入會費和重新入會費投票通知

Date: Wednesday, October 26th, 2022

Fecha: Miércoles, 26 de octubre de 2022

日期：2022年10月26日星期三

Visite a unitehere8.org/spanish para leer esta notificación en español

請瀏覽網頁 www.unitehere8.org/chinese 此通知的中文譯本

Local 8 will hold a general membership meeting on **Wednesday, October 26th, 2022**, at 4:30 p.m. at our Seattle, SeaTac, and Portland offices and via Zoom. You may also participate by telephone.

On Wednesday, October 26th, 2022, members will be asked to vote via secret ballot vote on:

- Whether to authorize the proposed changes to Local 8's Initiation & Reinstatement Fee Structure

Members may vote in person only.

Proposed Initiation & Reinstatement Fee Structure

Authorize changes to Local 8's initiation and reinstatement fee structure as follows:

Local 8's initiation fee structure is complicated. A simplified list of initiation fees would be easier for the members to understand and easier for Local 8 to administer. Therefore, the Executive Board proposes to change the initiation fees, effective January 1st, 2023, as follows:

- I. The initiation fee shall be paid in the month that a person becomes a member and shall be equal to one month's dues at the monthly full-time rate. This shall be the initiation fee for all members who pay monthly dues, whether at the full-time or part-time rate. In addition to the initiation fee, the person will also be charged dues for the first month of membership.

II. Initiation and reinstatement fees shall be as follows:

- a) All shops in Seattle/SeaTac/King County, except airline catering - \$60.50
- b) All shops in Portland/Multnomah County, except airline catering - \$57.46
- c) Airline catering shops in Seattle/SeaTac/King County – \$54.48
- d) Airline catering shops in Portland/Multnomah County - \$54.46
- e) Vancouver Hilton – \$49.46
- f) North Star Glove – \$39.85
- g) AlSCO Linen - \$42.00
- h) All other shops – \$54.50

III. Whenever a full-time monthly dues rate is increased, the initiation and reinstatement fee applicable to that shop shall increase by the same amount.

IV. Members who are eligible to pay dues on a per-event basis and who opt do so do not have to pay an initiation fee at the time the member joins Local 8, nor if they later switch to paying regular monthly dues.

V. Reinstatement fees shall be required to resume membership after suspension and not after withdrawal status.

VI. For newly organized workplaces, the initiation fee will be waived for all employees who sign a union authorization card on or before the day that the first collective bargaining agreement is ratified.

Times and Locations for Participating in the Secret Ballot Vote

Members will be able to vote on the proposal at the following polling places. Voting is in person only.

- **Seattle** - Local 8 Union Office
5030 1st Avenue S, Suite 201, Seattle, WA 98134
9am – 12pm and 1pm – 5:30pm
- **SeaTac** - Local 8 Union Office
19415 International Blvd, 1st Floor, SeaTac, WA 98188
9am – 12pm and 1pm – 5:30pm
- **Portland** - Local 8 Union Office
1125 SE Madison Street, Suite 209, Portland, OR
9am – 12pm and 1pm – 5:30pm
- **Spokane** – Teamsters Local 690 Building
1912 N Division Spokane, WA 99207
4pm – 5:30pm
- **Wenatchee** - Coast Wenatchee Center Hotel – Housekeeping Department Breakroom
201 N Wenatchee Ave, Wenatchee, WA 98801
12pm – 3pm
- **Bellingham** - Bellingham Golf & Country Club – Employee Break Room
3729 Meridian St, Bellingham, WA 98225
1pm – 3pm

Votes will be tallied on Wednesday, October 26th, 2022, at 5:30pm.

Instructions for Participating in the General Membership Meeting

Members can attend the meeting *in person* at the following locations:

- Seattle office – 5030 1st Avenue S, Suite 201, Seattle, WA 98134 – 4:30pm
- SeaTac office - 19415 International Blvd, 1st Floor, SeaTac, WA 98188 – 4:30pm
- Portland office – 1125 SE Madison Street, Suite 209, Portland, OR – 4:30pm

To participate in the meeting virtually, you must register in advance by 12pm noon on Wednesday, October 26th, 2022

Instructions to Register to Participate by Video

1. Download and create a free Zoom account. Use <https://zoom.us/download> if you will use a computer or download the Zoom Cloud Meeting app if you will use a smart phone.
2. Register in advance for the meeting by going to <http://local8.org/membershipmeeting>
3. Local 8 will check whether you are an active member in good standing of Local 8. If you are an active member in good standing, Local 8 will send you an email invite which you can use to participate in the Membership Meeting by Zoom. If you are not an active member in good standing, Local 8 will send you an email explaining what you need to do to become an active member in good standing.

Instructions to Register to Participate by Phone

1. Register in advance for the meeting by going to <http://local8.org/membershipmeeting> or call Local 8 at 206-728-2326 or send an email to admin@8.unitehere.org with the following information: First and last name, where you work, and phone number you will be joining the meeting from.
2. Local 8 will check whether you are an active member in good standing of Local 8. If you are an active member in good standing, Local 8 will give you a phone number you can use to call in to the Membership Meeting. If you are not an active member in good standing, Local 8 will explain what you need to do to become an active member in good standing.

FAQ on Proposed Initiation & Reinstatement Fee Structure

- **What is an “initiation” fee?**

A one-time fee in order to become a member of the union, paid the first month of your membership, along with the first month of dues.

For example:

You are hired January 5th, 2023

You complete a membership form & pay your initiation fee & first month of dues (which may be done via payroll deduction)

Your Local 8 membership begins the same month that you pay your initiation fee and first month of dues!

****Only paid ONCE and by NEW MEMBERS***

- **How much are initiation fees now?**

Pre-covid, our initiation fees were calculated based on region and job classification and ranged from \$27.80 - \$160

Local 8 stopped collected initiation and reinstatement fees from April 2020 – Dec 2022 due to the pandemic

- **Why do we need to change our initiation and reinstatement fees?**

Our current fee structure is very complicated

It is hard for our dues coordinators to administer

It is hard for members and employers to understand

- **What are the *proposed* changes to initiation fees?**

The initiation fee shall be equal to one month’s dues at the monthly full-time rate.

For example, for a housekeeper in Seattle, the initiation fee would be \$60.50

In addition to the initiation fee, the worker will also be charged regular dues for the first month of membership.

For example, a housekeeper in Seattle would pay during their 1st month of membership:

- \$60.50 – Initiation Fee
 - \$60.50 – Monthly Dues
- Total - \$121.00

****Remember that the initiation fee would only be paid ONCE and by NEW MEMBERS hired on or after 1/1/2023***

- **What about per event eligible members?**

Those eligible who choose to pay per event when they join the union will NOT have to pay an initiation fee

- **What is the reinstatement fee and the proposed change?**

Members are suspended when they fall two months behind in dues. If a member who has been suspended wants to be reinstated to the union, the member has to pay *a reinstatement from suspension fee equal to the initiation fee* which is the same amount as the initiation fee

****Members who stop working such as when they leave a job or take a leave of absence or are laid off can go on “withdrawal” status. While on withdrawal, a member does not have to pay any dues. Members who are reinstated from withdrawal status do NOT pay a reinstatement fee when they return to work***

Reinstatement from suspension fees are the same amount as initiation fees.

- **What about new Local 8 workplaces?**

The initiation fee would be waived for all employees from NEW Local 8 workplaces who sign a union membership card on or before the day that the first collective bargaining agreement is ratified at their workplace

- **When will initiation & reinstatement fees increase again?**

Whenever the full-time monthly dues rate is increased, the initiation and reinstatement fee shall also increase by the same amount