

# COPE 378 and Your Dues

## How much?

Your dues are based on a simple formula. Monthly dues are one and one half percent (1 ½ %) of regular gross monthly earnings, including salary and commissions.

Dues also include one and one half percent (1 ½ %) of overtime pay and any compensation arising out of the employment relationship following from any agreement from the Union and the Employer.

Dues payments begin only after the members vote and agree on of a first collective agreement. That way, you are able to see the benefit of belonging to a union before paying dues.

## Dues are tax deductible?

That's right, your dues are tax deductible.

## How much are minimum dues payments?

Minimum dues are \$20 per month.

## What about initiation fees?

The initiation fees are monies paid to the union to offset the costs of administering and providing services to new members.

YPG employee initiation fees have been waived at the discretion of COPE 378. You will not pay initiation fees upon joining COPE 378. New employees hired after the Labour Relations Board certification will pay the initiation fee.

## Where are dues spent?

Paying dues allows COPE 378 to provide a range of services to our membership. We employ skilled staff who:

- help bargaining committees negotiate collective agreements;
- represent and advocate for members' interests through grievance and arbitration procedures;
- educate members, job stewards and union activists about their rights under their collective agreements; and
- campaign and lobby the government and/or the public at large on behalf of our members.

### Canadian Office & Professional Employees Union

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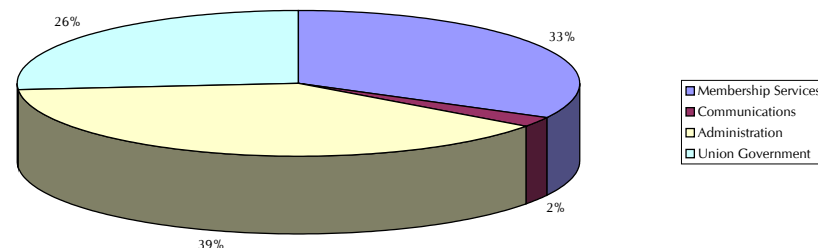
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General Fund Operating Expenses



### GENERAL FUND OPERATING EXPENSES - 2007

#### MEMBERSHIP SERVICES

Collective Agreement Management	\$1,288,156
Arbitration and grievances	391,645
Bargaining and Strike	334,797
Member education	154,608
Member maintenance	185,707

**\$2,354,913**

#### COMMUNICATIONS

**\$166,094**

#### ADMINISTRATION

Staff holidays and leaves	\$547,070
Office administration support	476,680
Services and Supplies	312,727
Staff benefits	588,513
Office furniture and equipment leases	279,880
Office rent and occupancy costs	322,757
Finance department salaries	172,462
Bad debt expense	-
Audit fees	28,000
Staff education	43,541

**\$2,771,630**

#### UNION GOVERNMENT

Disbursements from reserves	\$1,077,317
Executive Council	117,958
Conventions	214,832
Executive Board	188,341
Member meetings	58,054
Committees	133,842
Honoraria	32,623
Donations	77,465
Elections	2,235

**\$1,902,667**

**\$7,195,304**