

## About SEIU

### The 2 million-member Service Employees International Union (SEIU) is:

- The largest healthcare union in North America with more than 1.1 million members including doctors and nurses, home care and nursing home workers, lab techs, environmental service workers and dietary aides.
- A property services union representing approximately 386,000 janitors, security officers, maintenance and custodial workers, stadium and arena workers and window cleaners.
- The second largest union of public service employees with more than 1 million local and state government workers, public school employees, bus drivers, and child care providers.

**SEIU Local 73 has yet to successfully complete a contract for faculty members, lecturers and graduate assistants it represents.**

### Your Responsibility to the SEIU

- It is typically a union priority to negotiate a contract provision known as a “union security clause” that requires all who are represented to pay dues or an equivalent service fee to the union as a condition of employment. A portion of your dues or fees would support SEIU’s national agenda and political activities. The union security clause could require DePaul to terminate any faculty member who does not remain current in payment of union dues.
- You would be required to pay dues or an equivalent service fee as a condition of employment.
- The union—not DePaul—would set the amount of dues. The union also has the legal right to increase dues as it sees fit. Unlike salaries and benefits, dues are not negotiated between the union and the employer.
- While the SEIU is required by its Constitution to collect from each member a minimum \$32 per month in dues with \$1 annual increases, it prefers having a dues system based on a percentage of your earnings. That percentage typically is 2.0 percent of pay. This means that each time you get a raise, more of your money would be deducted for union dues.
- As an SEIU member, you would be required to abide by the union’s International Constitution, which states that members can be charged with “gross disloyalty or conduct unbecoming a member,” such as refusing to picket when required or trying to secede from the union.
- You would not easily be able to withdraw from the union if you find SEIU Local 73’s representation unacceptable. A union cannot be voted out, or decertified, until at least one year after an NLRB-certified election, granted that a contract between the university and the union has not been negotiated. Once a contract becomes effective, the union cannot be voted out during the length of the contract, up to three years. The decertification process is much like a union election, only faculty would be without the union’s help or financial support and would face specific, limited timeframes. DePaul would be legally prohibited from helping faculty remove the union.

**SEIU Local 73**  
[www.seiu73.org](http://www.seiu73.org)

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