

Many years ago when this **Flat Rate** structure was passed our Membership consisted mostly of Labourer II, majority of the concerns and issues were from Labourer II, Part time was not the norm, the **Flat Rate** Formula was fair.

Over the years the dynamics of our Union has changed, our Membership now has large numbers of part time workers, all working different hours and for different rates of pay. Our Union is now very diverse with the different job classifications that have changed over the many years. We have to look at insuring your Union business is growing.

What is a **Percentage structure**. This is a set percentage, based on your own rate, deducted from each members individual pay. Our National constitution states that all locals affiliating with the National are required to have a **Percentage structure**. we at Local 30 have been grandfathered with Flat rate structure. Most CUPE Unions have changed to the **Percentage structure** from their **Flat Rate structures**.

Accountability for the Memberships business lies with each of its members, the President, Treasurer or the Executive board does not have the ability to spend any money that the Membership **does not** approve, Membership approves all financial decision. Our recent financial auditor report showed that we are being fiscal and accountable with all monies.

The committee will present the Membership with 3 options for our Dues Restructuring, they will give the Membership time to review all options, information will be sent out to the Membership on the location, time and date via the shop stewards, web site and our Union news letter.

CUPE Local 30 is a Union of the Members, by the Members, and for the Members. It exists to serve you, it cannot do so without your involvement.

The affairs of your Union are your affairs. If you do not take an active interest in these affairs, if you do not attend your Local Union meetings regularly, if you do not volunteer to assist when you can be of help, then you are cheating yourself and your fellow Union Members.

Your Union is important to you and you are important to your Union, plan to attend your Union business meetings, every 4th Wednesday of the Month @ 430 pm. A 2 hour commitment per month to ensure your business is working for you.

I hope this clears up many of the concerns that I have heard from many of you, you as the business partners can email me your comments or concerns at dennismol@shawbiz.ca or you can contact me on the cell at 918-3061.

We are moving in the right direction, You are the Union.

In solidarity



Dennis Mol
President, CUPE Local 30

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