

Benefits of HCSA MEMBERSHIP

We hope you will choose to become a dues paying member of the Association; should you decide not to join, however, a fair share fee is assessed. Attached is a dues schedule for both members and fair share members.

This fair share assessment is authorized by Minnesota Statute 179A.06, Subd. 3, which provides that the amount of this fee be "equal to the regular membership dues of the exclusive representative, less the cost of benefits financed through the dues and available only to members of the exclusive representative, but in no event shall the fee exceed 85% of the regular membership dues."

HCSA DUES CALCULATIONS: Dues for full members are currently \$24.00 per month. Fair share members pay _____ per month.

Benefits of HCSA Membership:

Officers: The officers work very hard on our behalves, and they do this with no monetary compensation. They are very concerned with getting all the latest information regarding negotiations, county budget issues, and Health Care, and how that information may impact their association brothers and sisters. Our officers act as stewards and are there to advocate for their brothers and sisters when needed, such as when employees have been disciplined in a manner other than what is allowed in our contract. They handle grievances, do investigative work, and meet with management to ensure that our members get a fair hearing.

Seniority lists: The union requests (and pays for) the seniority lists that determine what places we all hold by seniority. Your officers each have a copy that they will be happy to go over with you to make sure that your seniority date is correct.

Good and Welfare requests: When you or one of your co-workers have had a loss in your family, or have a extended illness we want to hear about it. Our association wants to let them know that their union cares by sending a card, or a bouquet of flowers, a cheerful plant, or balloons.

Management Meet and Confer meetings: Our officers regularly meet with management to discuss issues that affect our members

Negotiations: We now have a Website (www.hcsaonline.org) that we hope you will use to keep up on the latest information affecting our membership in regard to negotiations, meet & confers, how to contact our officers, and links to sites that our members might find helpful.