



Regional Employees Association of Professionals

19510 Van Buren Blvd #F3-197

Riverside, CA 92508

SUPERVISOR OPT-OUT

Article 24 of the current MOU between the County of Riverside and the SEIU provides an option for all SEIU represented employees to opt out of paying dues. The contract between the county and SEIU has expired.

THE BEST OPPORTUNITY TO DECERTIFY SEIU IS NOW!

County Human Resources identifies all employees to “exclusive” bargaining units based on job classification, Sheriff to RSA, District Attorney to DDAA, etc. When an employee is provided an opportunity to opt out of paying dues to any union or association, it’s usually met with skepticism...what happens if I do opt out?

In this case, the first thing that will happen is nothing! This is provided to you, the supervisor. Your step increases will continue (if SEIU hasn’t negotiated them away), you will not lose any seniority, your benefits will not change, and you will not be terminated...REGARDLESS OF WHAT SEIU STAFF WILL TELL YOU! You are still covered under every aspect of the current MOU and ANY MOU going forward unless SEIU removes Article 24 from the next MOU.

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Several non-supervisory employees have also chosen to be represented by REAP. The Associate member status also provides an attorney if representation is needed. REAP does not rely on untrained, but well-meaning, co-workers to provide the legal expertise needed. Article 23 was modified AFTER the current MOU was ratified. Article 23 allowed employees to pay just the proportional amount for negotiation only. This is called Agency Fee and also refers to the specific amount the SEIU invests in negotiations on your behalf. Although SEIU would like you to believe ALL of the dues you pay are for negotiation purposes, they aren’t. Otherwise Article 23 wouldn’t be necessary. Over half of the dues you pay go to SEIU’s pet projects such as *Fight for \$15*, *Black Lives Matter*, the *Occupy movements*, and a larger majority of on-going protests and demonstrations happening today.

In 2013, a side letter was negotiated with the county which effectively instructs the county to take FULL dues amounts from all members, regardless if they had a previous religious objection or were already Agency Fee payers. SEIU would then set up a time that would be convenient for them, SEIU, not the member, to reimburse the amount of dues deducted.

REAP has partnered with the City Employees Associates (CEA) to provide representation with attorneys versed in California labor laws. The county, as well as every other association in the county including the RSA, LEMU, and the DDAA use professional negotiators, why shouldn't we? Once SEIU is decertified, CEA will be able to provide that same level of service to our members, but **THE BEST OPPORTUNITY TO DECERTIFY SEIU IS NOW**, so please share this with as many of your SEIU represented co-workers as possible.

The following links contain all the information needed to opt out of SEIU and maybe just some interesting reading. In the past we have recommended the opt-out letter be sent to SEIU return receipt requested, for obvious reasons.

If you would like representation by an attorney if the need should arise, REAP dues are \$20 and billed every 28 days...more for less! Fill out the 3 in 1 form and mail to the address above and we'll get you set up. If you have additional questions or would like REAP staff to meet, please contact us via our web site.

Employee Relations Resolution

Article 24

Agency Shop

SEIU 2012-2016 MOU