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SUPERVISOR OPT-OUT

In the current [MOU](http://www.reap4us.org/wp-content/uploads/2016/06/SEIUMOU2012_2016.pdf) between the County of Riverside and SEIU, employees in the Supervisory bargaining unit are permitted to opt-out of paying **ANY** dues, this includes Maintenance of Membership and Agency Fees. This was done as a way of preventing conflicts of interest between supervisors and subordinates, also represented by SEIU. Read Article 24 [here](http://www.reap4us.org/wp-content/uploads/2016/06/Article24.pdf).

The opt-out process is quite simple. Download the [opt-out letter](http://www.reap4us.org/wp-content/uploads/2016/06/April-Opt-Out.pdf), complete it and send, via certified mail, to SEIU 721 at 6177 River Crest Dr. Riverside, CA 92507. SEIU may state there are additional steps but there is not. SEIU will employ the usual scare tactics – but opting out is your right under the MOU.

In 2013 when it appeared several non-supervisory employees were considering making [Agency Fee](http://www.reap4us.org/wp-content/uploads/2016/06/Agency_Shop.pdf) only payments to SEIU, a side letter was drafted and signed off by the County. What this side letter did was prohibit employees from taking advantage of a caveat in the MOU which benefitted the employee. What resulted from this sideletter was this - If an employee chooses to be an Agency Fee payer, the employee is required to pay FULL membership dues payments and SEIU will reimburse employees at a time of their choosing. The side letter does not specify when SEIU is required to reimburse the county employee. This is not acceptable!

REAP currently represents several supervisors and non-supervisory employees. Supervisors still need to know they have representation. Non-supervisory employees also like the fact that REAP utilizes attorneys with extensive knowledge of California labor laws. Although your co-worker may be well intentioned in saving your position and possibly your career, unfortunately, they do not possess the skills necessary to keep the unthinkable from becoming a reality! To become a member of REAP, download the [3 in 1 Authorization](http://www.reap4us.org/wp-content/uploads/2016/06/3-in-1-authorization-form-New.pdf) form and mail back to REAP via USPS.

Presently, REAP cannot negotiate any contract or any other type of employee benefit due to the rules contained in the [Employee Relations Resolution](http://www.reap4us.org/wp-content/uploads/2016/06/ERR-2014-156.pdf) (ERR). The ERR states there can only be one exclusive bargaining unit. Presently, this is SEIU, but that is also subject to change. Language in the ERR is slanted to favor the incumbent organization, as well as, the county. REAP has challenged the ERR by filing a complaint with the Public Employees Relations Board (PERB) and we expect a ruling soon.

REAP is actively gathering signatures to remove SEIU as the exclusive bargaining unit. Help us, won’t you? Download the petition for your bargaining unit from our web site and mail to REAP (address above), regular USPS mail will do. Get all of your SEIU represented employees to sign as well!

REAP’s due are $10.00 per pay period, which is less than $12.00 per pay period SEIU currently deducts from your paycheck. REAP collects $20.00 from our members every 28 days. SEIU has a desire to increase ***your*** dues to a percent base format rather than the current flat rate we have all become accustomed to. However, in the new contract, it is highly likely that SEIU is going to bury a percent base dues increase which means **IF** you ever get a raise, SEIU also gets more dues money and they collect it ***before*** you collect your hard-earned money.

**The time to take control of your future is now!** The REAP Executive Board are also county employees that believe the best way to represent our members is through professionals. When negotiating contracts, we’ll use professional negotiators. When providing representation, we use attorneys. Representing public employees shouldn’t be about how much money can be raised for the next political theatre event, it should be focused solely on the employee. SEIU should know better…Shameful!

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Looking towards the future…