



Member Agreements

The members of the Southern Maine Workers' Center believe that workers and working-class people must organize together to ensure our human rights, such as the Human Right to Health Care, and the right to Work with Dignity. The human rights principles, which we have adopted from the Vermont Workers' Center – equity, accountability, transparency, universality, and participation – help us prioritize and evaluate all of our work. These principles are our core values.

Our members work in different industries, live in different places, and come from different communities, cultures, and backgrounds. We bring our own stories, histories and perspectives to the organization. Our strength lies in our solidarity with each other, our shared values of the human rights principles, and our commitment to building power from the grassroots. Together we are powerful enough to transform our workplaces and communities.

Southern Maine Workers' Center Commitment to Members:

- ❖ The Workers' Center strives to uphold the Human Rights Principles in the way we organize and operate.
- ❖ We will strive to make decisions together when possible and be transparent about the work that we do. We are accountable to our membership through board elections, member and committee meetings. We will strive to make decisions together when possible and be transparent about the work that we do.
- ❖ We will support members to develop their own leadership and build skills in order to strengthen our individual and collective power.

Member Responsibilities:

- ❖ Members are required to attend at least one event a quarter and one joint committee event a year.
- ❖ Members are required to attend a membership orientation or have a one-on-one orientation within the first 6 months after they join Workers' Center.
- ❖ Members are required to pay dues according to an equitable income based sliding scale. (See the following page).
- ❖ Members must elect board members who help steer the organization's direction. Elections happen in accordance with our bylaws.
- ❖ Members must agree to the established grievance process to help resolve conflicts or other perceived breaches of the membership agreements.



Our Member Agreements:

- ❖ **We agree to the five Human Rights Principles.**

E.A.T.U.P.

Equity: Everyone puts in what they can and gets the care they need. Every person is entitled to the same ability to enjoy human rights.

Accountability: Mechanisms must exist to enable enforcement of human rights. It is not enough merely to recognize human rights. There must be means of holding the government accountable for failing to meet human rights standards.

Transparency: Government and other power holders must be open with regard to information and decision-making processes. People must be able to know how public institutions needed to protect human rights are managed and run.

Universality: Human rights must be afforded to everyone, without exception. It is by virtue of being human, alone, that every person is entitled to human rights.

Participation: Government and other power holders must engage people and support their participation in decisions about how their human rights are ensured.

- ❖ **We agree to support the right of workers to organize and form unions in their workplaces.**
- ❖ **We agree to lead collectively.** The leadership of each individual is valued and important. We will work to make decisions collectively (when possible). We will learn new skills together, and take on new commitments together
- ❖ **We agree to be in solidarity with each other.** We believe that racism, classism, sexism, homophobia and other forms of discrimination only serve to strengthen the systems that keep us from realizing our human rights.
- ❖ **We will not sexually harass each other.** Sexual harassment is a form of discrimination. Because sexual harassment undermines feelings of safety and respect, it compromises people's ability to participate fully in the organization.
- ❖ **We agree to treat each other with dignity and respect.** We will help each other resolve conflicts in ways that help us learn together as an organization. We will create and honor a shared understanding of respectful behavior.



Membership Dues:

The Southern Maine Workers' Center is a membership-based organization. We rely on members and membership dues to build an organization that can effectively fight for human rights. Membership dues contribute to the success of our work by covering a portion of our operating costs. These dues ensure that we can remain independent and accountable to our members.

The dues structure is set on a progressive, income-based scale. Members are asked to pay the amount that corresponds with their income bracket, the minimum being \$5 a year. Members will not be asked for proof of income. Dues can be paid annually or monthly. Members who fail to pay their dues are no longer 'members in good standing'.

Yearly Income	Dues
\$0 - \$10000	\$5/year
\$10,000 - \$15,000	\$1/month or \$12/year
\$15,000 - \$20,000	\$2/month or \$24/year
\$20,000 - \$25,000	\$2.50/month or \$30/year
\$25,000 - \$30,000	\$3/month or \$36/year
\$30,000 - \$50,000	\$5/month or \$60/year
\$50,000 - \$90,000	\$10/month or \$120/year
\$90,000+	\$20/month or \$240/year

I have read and agree to all member policies:

Name _____ Signature _____

Date _____ Committee _____