

USEP LEADERSHIP INCENTIVE PROGRAM – 2023-2024

PLEASE NOTE:

This checklist and all verifications MUST be returned to your assigned Business Representative by Friday, May 10, 2024. NO EXCEPTIONS.

NAME: _____ WORKSITE: _____ TOTAL % DUE _____

The Leadership Incentive Program consists of four parts. Each part may be earned independently of the other. The USEP Building Representative may complete and be reimbursed for one, two, three, or four of the parts. (One individual may not earn back more than 100% of their dues.) The rebates are as follows:

- 1. Membership Recruitment and Retention Up to 25, 50 or 100% (25%/50%/100%) of dues
2. Checklist 10 percent (10%) of dues
3. Training Up To 25 percent (25%) of dues
4. Meetings 15 percent (15%) of dues

MEMBER RECRUITMENT AND RETENTION AFTER AUGUST 3, 2023 – Up to - 100% % _____

- One Individual Recruiting 1-2 new members 10% of Dues
One Individual Recruiting 3-4 new members 20% of Dues
One Individual Recruiting 5-6 new members 30% of Dues
One Individual Recruiting 7-8 new members 40% of Dues
One Individual Recruiting 9-10 new members 50% of Dues
One Individual Recruiting more than 10 new members 100% of Dues

OR

- Increase and Maintain Combined Baseline Worksite Density 3.5% or more 25% of Dues
Increase and Maintain Combined Baseline Worksite Density 60% or more 50% of Dues
Maintain Combined Worksite Density all year at 55% or above (Must start above 55%) 50% of Dues

Combined Worksite Density = Total Members (Inst. + SRP) Divided by Total Employees (Inst. + SRP)

*To qualify for this portion, Building Reps at the worksite MUST recruit at least 1 new member. A Building Rep may only qualify for one (1) payment from this section. NOTE: The \$20 recruiter checks will be subtracted from your Dues Back total for this section.

CHECKLIST –10% Total % _____

ALL MUST BE COMPLETED TO RECEIVE REIMBURSEMENT FOR THIS PORTION.

Must complete ALL items:

- Bulletin Board
• Verified by Business Rep
Submit results of USEP elections
• Building Rep elections for 2024-2025 (due by Monday, May 6, 2024)
• Contract Ratification
Hold two (2) fall and two (2) spring semester worksite meetings
• Please provide date, topic, and attendance of meetings and one meeting MUST INCLUDE Officer, Benefits Partner or Business Representative
Fall 1 Fall 2 Spring 1 Spring 2
Create a worksite map and meet with Business Rep to develop an organizing plan (due by Friday, Nov. 10, 2023)
• Verified by Business Rep
Principal/Supervisor Meetings (At least four (4))
• Provide at least two (2) examples of your minutes, bulletins, or agenda with dates and verify attendance at four (4) meetings
• Verified by Business Rep (Multiple reps may attend meetings)
Mtg. 1 Mtg. 2 Mtg. 3 Mtg. 4

TRAINING – Up To 25% Total % _____
(12.5% For Each Training Attended)

Attend either/both Leadership Training sessions: Leadership Training in fall 2023 and Spring 2024.

(Verified by Business Rep/USEP Office)

- 1. Attendance at either/both Leadership Training(s) qualifies you for the Training incentive. (Must attend 6 Components to get full credit)
2. Attendance will be verified by Business Rep/USEP Office

MEETINGS INCENTIVE –15% % _____

- Attend five (5) of eight Rep Council Meetings (Verified by Business Rep/USEP Office)
• Document how you shared information presented at the meeting (email, worksite mtg., etc.) (Verified by Business Rep/USEP Office)
NOTE: Rep Rally may be substituted for one (1) Rep Council meeting.