

UTILITY WORKERS UNION OF AMERICA

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NOV 05 2018

October 30, 2018

To: All UWUA Financial Officers
From: Michael Coleman, National Secretary-Treasurer
Subject: Notification of Dues and Per Capita Increases - 2019

Dear Brothers and Sisters:

In accordance with the Constitution of the Utility Workers Union of America, AFL-CIO, adopted in Atlantic City, New Jersey, on April 6, 1946, and amended through July 25, 2015, the National Union is officially notifying all local unions that the monthly dues paid by the membership is to be increased as of January 1, 2019, by the amount of two dollars and twenty-four cents (\$2.24) per month.

This required increase in dues is based on an average wage increase gained by the UWUA membership for the year 2018 of 2.91%. This average is arrived at by using the wage increases obtained through negotiations for the members of all UWUA local unions and dividing the total by the number of members involved. The provisions of Article VI, Section 1a of the National Constitution specify that the dues increase, therefore, will be 2.91% of the \$76.93 Base Average Dues.

Therefore, each local union's financial officer is required to notify the company where a checkoff agreement is in effect, to increase the dues deduction by the stated amount beginning with the month of January 2019. For those local unions not having checkoff agreements with their respective companies, you will be required to notify each member that his or her monthly dues will be increased as of January 1, 2019, by two dollars and twenty-four cents (\$2.24) per month. If you encounter any problems with a company in instituting this increase, please notify the National Union Office immediately. We will do whatever we can to assist you in resolving these problems.

Also, beginning as of January 2019, the increase in per capita paid to the National Union will be equal to 50% of the monthly dues increase of two dollars and twenty-four cents (\$2.24) per month, or one dollar and twelve cents (\$1.12). This will increase the current monthly per capita of twenty-three dollars and thirty-nine cents (\$23.39) per month to twenty-four dollars and fifty-one cents (\$24.51)

For those local unions that have the entire dues checkoff remitted to the National Office, no particular additional action is required other than to send the proper notification to the company regarding this \$2.24 increase in the monthly dues to the membership. The National Office will withhold the twenty-four dollars and fifty-one cents (\$24.51) per member from the dues checkoff check received in the month of February. The checks received in February are generally for the dues collected in January or the preceding month. Those local unions collecting dues directly from their membership, or those local unions receiving the checkoff check from a company, will be required to increase their monthly per capita payment

to the National Union to twenty-four dollars and fifty-one cents (\$24.51) per month when filing their January per capita reports, whether submitted in January or February.

At the present time, the portion of the monthly per capita allocated to the Special Defense and Organizing Fund is two dollars and thirty-seven cents (\$2.37) per member per month. The Constitution provides that ten percent (10%) of the one-dollar and twelve cent increase in the monthly per capita, or eleven cents (\$0.11) be allocated to the Special Defense and Organizing Fund. Therefore, the monthly amount allocated to the Special Defense and Organizing Fund during 2019 will be two dollars and forty-eight cents (\$2.48) per member per month.

The breakdown of the monthly per capita of twenty-four dollars and fifty-one cents (\$24.51) received by the National Union will be as follows: two dollars and forty-eight cents (\$2.48) to the Special Defense and Organizing Fund, and twenty-two dollars and three cents (\$22.03) to the General Fund.

The National Constitution includes a provision which would permit any local union, that feels it can pay the increased monthly per capita to the National Union and still have sufficient funds necessary to carry on the required activities of the local at its current level of dues, or at the level below the automatic increase of two dollars and twenty-four (\$2.24) per month, to reduce its dues structure at any time after the increase has been placed into effect. A vote of the membership must be conducted in the same manner as a normal vote of a motion, by requiring that the local not put the automatic increase into effect, for this action to be in compliance with the Labor- Management Reporting and Disclosure Act. It is not proper for any local union to continue its dues at the current level, or to decrease its dues structure by merely ignoring this notification of the Convention's action to increase the dues in the manner stated above.

If your local union eventually does take action to decrease the dues required of the membership, or to increase them at any time, above the automatic increase, when necessary to provide sufficient operating funds for the local union, please notify the National Office so that the National Union records can be properly maintained.

I would suggest that action be taken on this communication as soon as possible, to provide sufficient time to make sure that the deductions are started on time, and to provide additional time as needed to resolve any problems which may develop in getting this increase into effect.

If you have any questions, or need additional information with regard to this requirement, or any of the matters contained in this notification, please contact the National Office.

Fraternally,



Michael Coleman, National Secretary-Treasurer
Utility Workers Union of America, AFL-CIO

cc: All Local Union and Council Presidents
UWUA Officers, Executive Board, and Staff

Enclosures



UWUA Constitution

ARTICLE VI Finances

Section 1. Each Local Union shall pay the National Union on or before the 15th of each month, for the preceding month, **twenty-four dollars and fifty-one cents (\$24.51)** per member from whom dues are collected; two dollars and forty-eight cents (\$2.48) of this amount to be transferred to the Special Defense and Organizing Fund. Beginning with the per capita adjustment on January 1, 1984, and each year thereafter, 10% of the per capita adjustment will likewise be transferred to the Special Defense and Organizing Fund.

Section 1a. The amount of adjusted dues and per capita shall be in addition to the then current dues of the local union and the per capita as set forth in ARTICLE VI, Section 1, of the National Constitution. Base average dues (presently \$76.93) shall increase to \$79.17 as of January 1, 2019, and shall be used as a starting point for calculating the annual mandatory dues increase. This mandatory annual dues increase shall be based on the average wage increase that is secured for the members of the Union in the preceding year. (ARTICLE VI, Section 1, and ARTICLE VI, Section 1a, will be corrected after each adjustment to reflect the current base dues and per capita for the year involved.) Fifty percent (50%) of these adjustments will be forwarded to the National Union as per capita.

Nothing in this requirement for annual adjustments would (a) compel a local union to establish a base average due, (b) prohibit a local union from establishing a base average due, (c) prohibit a local union from increasing its existing dues, or (d) prohibit a local union from decreasing its existing dues.



2019 MONTHLY PER CAPITA REPORT WITH PART-TIME AMOUNTS

UTILITY WORKERS UNION OF AMERICA AFFILIATED WITH AFL-CIO

FOR MONTH OF _____ LOCAL NO. _____ DATE _____
MONTH & YEAR

ADDRESS _____ CITY _____ STATE _____ ZIP CODE _____

VERIFICATION MUST ALSO ACCOMPANY THE CHECK WHICH SHOWS THE NUMBER OF MEMBERS THE LOCAL RECEIVED PAYMENT FOR IN ACCORDANCE WITH THE PER CAPITA VERIFICATION POLICY

Checkoff Cash	<u>Reporting Membership</u>		Amount	
	#of members	Amount		
Full Time Per Capita		\$24.51 per member/mo		
Initiation		½ to Maximum of \$50.00		
Reinstatement		½ to Maximum of \$50.00		
Unemployed		No Charge		
Part-time Per Capita		\$18.38 per member/mo*		
Total Due to National UWUA				

ALL PER CAPITA REPORTS MUST BE SIGNED AND SENT IN, ACCOMPANIED BY CHECK OR MONEY ORDER *ON or BEFORE THE 15th DAY OF EACH MONTH*, FOR THE PRECEDING MONTH. – ARTICLE VI, SECTION 1, UWUA CONSTITUTION. PER CAPITA

* The part-time rate is for employees working less than 20 hours per week and making less than \$10 per hour. The part-time rate to be paid to the National for 2019 is 75% of \$24.51, or \$18.38

CERTIFIED BY _____
FINANCIAL OFFICER

PHONE/EMAIL

CERTIFIED BY _____
PRESIDENT

PHONE/EMAIL

Mail one copy with a check payable to the UWUA to:
 National Secretary-Treasurer
 Utility Workers Union of America, AFL-CIO
 1300 L Street NW, Suite 1200
 Washington, DC 20005



PLEASE PROVIDE THE NATIONAL OFFICE WITH THE FOLLOWING INFORMATION:

LOCAL# _____

MONTHLY UNION DUES (PER MEMBER) AS OF JANUARY 2019 _____

24 YEARLY (SEMI-MONTHLY) UNION DUES (PER MEMBER) AS OF JANUARY 2019 _____

26 YEARLY (BI-WEEKLY) UNION DUES (PER MEMBER) AS OF JANUARY 2019 _____

52 WEEKLY UNION DUES (PER MEMBER) AS OF JANUARY 2019 _____

UWUA Constitution
Article VI
Finances

Section 2. Each local union shall pay to the National Union one-half of each new member's initiation fee, up to a maximum payment to the National Union of fifty dollars (\$50.00); also on the same basis, one-half of each reinstatement fee collected.

Section 3. New members shall be required to pay an initiation fee of not less than two dollars (\$2.00) or more than fifty dollars (\$50.00), excepting that this maximum shall not affect any local union which has established other maximums with the approval of the National Executive Board. The initiation fee shall be waived for ex-service personnel if they apply for membership within one (1) year from the date of discharge from military service.

INITIATION FEE _____

Please return to: National Secretary-Treasurer
Utility Workers Union of America, AFL-CIO
1300 L Street NW, Suite 1200
Washington, DC 20005
Fax - 202.899.2852
Email: theoffice@uwua.net