



SJBRWDSU UNION DUES AND ASSESSMENTS EXPLAINED

1. How Much Are Union Dues, Initiation Fees & Assessments?

Union Dues are the way that Unions pool their resources in order to fight for improvements to working conditions, benefits and pay and various other programs approved by the Union Executive. The RWDSU Union Dues, Initiation Fees and Assessments are set out in our Constitution and are subject to review every two years by way of the RWDSU Convention and are as follows:

- Initiation Fees are \$20.00 (one-time payment); - **(Effective January 1, 2020)**
- Full-time employees pay 2.0% of gross earnings; - **(Effective January 1, 2020)**
- Part-time employees pay 2.55% of gross earnings up to a designated weekly maximum which is designed to make sure a part-time employee cannot pay any more dues than a full-time employee based on hours worked; - **(Effective January 1, 2020)**
- **RWDSU Strike Fund** assessment is paid based on \$1.00 per week per member.
- **Organizing and Legal Fund** is paid based on .06 cents for every hour worked and/or paid; this is used to assist in the organizing cost or associated with new shop and members and all legal costs for defending members rights and Arbitration and/or the Labour Relations Board and the Courts involving Collective Agreement administration other applicable labour related statues effecting RWDSU member as whole.
- **Union Defender Newsletter and Convention Fund Assessment (50/50 split)** is paid based on .24 cents per week per member.
- **RWDSU Local Union Special Assessments** – A local union may levy a special financial assessment on its membership for all shops within the Local Union. The Sask. Joint Board RWDSU is responsible for the collection of these special assessments, but 100% of such assessment money is returned to the Local who has levied the assessment.

2. So, What Does This Mean?

Examples for a full-time and part-time employee

(a) A full-time employee earning \$20.84 per hour (based on 40 hours per week)

- \$3,612.27 per month x 2.0% of gross earnings (Basic Dues) = \$72.25 per month/\$16.67/week Union Dues with no cap.
- Initiation Fee = \$20.00 (one-time payment).
- Strike Fund payment = \$4.33 per month.
- Organizing and Legal Fund = \$10.40 per month.

- Union Defender Newsletter Bulletin /Convention Fund Assessment = \$1.04 per month.

Total monthly basic Union Dues and Assessments = \$108.02 for the first month and \$88.02 every month thereafter until such time as negotiated wage increases are applied, then the Union Dues based on the 2.0% will increase proportionately based on an increase to the employee's gross earnings.

(b) A part-time employee earning \$20.84 per hour (based on 40 hour per week but is only working 20 hours per week)

- \$1,806.13 per month x 2.55% of gross earning (Basic Dues) = \$46.06 per month to maximum weekly cap amount = \$16.67 per week.
- Initiation Fee = \$20.00 (one-time payment).
- Strike Fund Payment = \$4.33 per month.
- Organizing and Legal Fund = \$5.20 per month.
- Union Defender Bulletin/Convention Fund Assessment = \$1.04 per month.

Q & A

“Q” - Why do part-time members pay a higher percentage (%) of union dues than full-time member's basic dues? Please note they will never pay more than a full-time member's basic dues once the threshold of full-time hours is met. Full-Time members pay union dues based on their gross salary.

“A”

- The cost of administrating the Collective Agreement with the employers for part-time members is the same as for full-time members.
- The cost of processing grievances which includes the cost of the staff representative in charge of the shop in the filing of grievances and attending grievance meetings and then arbitrating those grievances.
- The cost of negotiating the Collective Agreement is the same for all members part-time and full-time.
- Strike and Lockout pay are the same amount for all members when they are in a labour dispute.
- The SJBRWDSU cost for all staff people is the same for part-time and full-time members.
- The SJBRWDSU operating costs are the same for all members both part-time and full-time members.
- The individual Local Unions cost have increased as well, and their cost are the same for representing all their members both part-time and full-time.
- The SJBRWDSU processes monthly rebates equal to 35% of all dues collected back to the Local Unions for their use in administrating their financial obligations to all their members and those costs are the same for both part-time and full-time members.

- Part-time members, although costing the same to administrate as full-time members, work less hours on average and would pay less in dues. However, if they do end up working more hours up to the equivalent of a full-time member their dues are capped as per the formula above and they would not pay more than a full-time worker's (basic dues).

Total monthly basic Union Dues and Assessment = \$76.63 for the first month and \$56.63 every month thereafter until such time as negotiated wage increases are applied, then the part-time Union Dues formula based on the 2.55% will increase proportionately based on an increase to the employee's gross earnings. The part-time dues formula is only applicable if in fact the Company has part-time employees working, otherwise the 2.00% of gross salary always applies to full-time employees only.

Please Note: Union Dues, Initiation Fees and Assessments are deducted from gross pay and all such money deducted and forwarded to the SJBRWDSU becomes T4 CRA income tax deductions for employees which is included on your T4 from your employer.

NOTE: Part-Time and Full-Time members do not pay any Union dues and or assessments while on Layoff, Sick Leave, WCB, Group Insurance Benefits and or Ltd Benefits. These members are still members of the Union and the SJBRWDSU and its Local Unions till have all the financial and legal obligation to represent those members.

Issued by the Secretary-Treasurer
SJBRWDSU
Dated this 8th day of April 2020