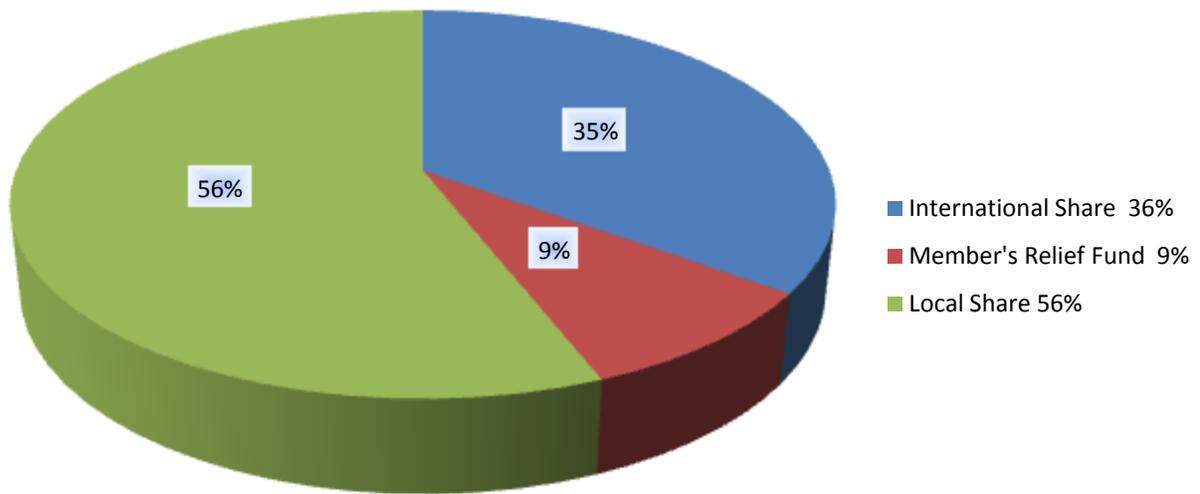


## Where Do Our Dues Go?



### **International Union Share (35%)**

International Union Field Services  
 Data processing, Governance and Administration,  
 Organizing  
 Legal  
 Government Relations and Social Action  
 Communications  
 Affiliations  
 Special Collective Bargaining Assistance  
 Education and Research  
 CWA Defense Fund to support members during bargaining

### **Local Union Share (56%)**

Representation on day to day problems  
 Representation during the grievances  
 Participation in Union Training Programs  
 Local Union communications  
 Group benefit plans for members  
 Local operating expenses

### **Member's Relief Fund (9%)**

### **Who decides how much we pay?**

CWA members decide. The elected convention delegates establish the dues structure at National Convention.

### **How Much are Minimum Union Dues in CWA?**

Members who have the right to strike pay 2¼ hours pay per month. \*Members who do not have the right to strike do not pay the ¼ hour that funds the Member's Relief (strike) Fund. This only amounts to about 1.3% of your wages.

For example, if you earn a wage of 7.25 per hour (or 1256 per month,) your monthly dues would be 16.31 per month, 8.16 bi-weekly, 4.78 weekly, or 195.75 annually.

\*If you are paid bi-weekly, only the first two pay periods in a month have dues deducted. Dues are not collected on leveraged compensation plans.

\*\*This is a bargain, really. A mere 1.3% dues amount that gives workers a **Union Wage Advantage** ranging from 13.4% to as much as 135.7% is a pretty good investment.

Membership doesn't cost, *it pays*. Ask any investor if spending 1.3% of your wages to gain a 13.4% increase in wages is an OK thing... *And that's on the low end of the numbers.*

In many cases the negotiated 401(k) match amount alone more than makes up the dues amount.

<http://www.aflcio.org/joinaunion/why/uniondifference/uniondiff11a.cfm>

average hourly earnings of union and nonunion workers in selected occupations, 2006							
	Union			Nonunion			Union Wage Advantage (%)
	Hourly Wage (\$)	Annualized Earnings (\$)	Amount Above Poverty Line (\$)	Hourly Wage (\$)	Annualized Earnings (\$)	Amount Above Poverty Line (\$)	
Cashiers	\$11.87	\$24,690	\$4,075	\$8.11	\$16,869	-\$3,746	46.4%
Child Care Workers	\$10.84	\$22,547	\$1,932	\$8.59	\$17,867	-\$2,748	26.2%
Cleaners of Vehicles and Equipment	\$13.34	\$27,747	\$7,132	\$8.87	\$18,450	-\$2,165	50.4%
Combined Food Preparation and Serving Workers, Including Fast Food	\$10.09	\$20,987	\$372	\$8.00	\$16,640	-\$3,975	26.1%
Cooks	\$12.45	\$25,896	\$5,281	\$8.61	\$17,909	-\$2,706	44.6%
Dining Room and Cafeteria Attendants and Bartender Helpers	\$10.43	\$21,694	\$1,079	\$8.02	\$16,682	-\$3,933	30.0%
Food Preparation Workers	\$11.95	\$24,856	\$4,241	\$7.98	\$16,598	-\$4,017	49.7%
Food Servers, Nonrestaurant	\$13.45	\$27,976	\$7,361	\$9.39	\$19,531	-\$1,084	43.2%
Library Assistants, Clerical	\$13.94	\$28,995	\$8,380	\$9.76	\$20,301	-\$314	42.8%
Maids and Housekeeping Cleaners	\$11.91	\$24,773	\$4,158	\$9.06	\$18,845	-\$1,770	31.5%
Other Protective Service Workers, Including Life Guards	\$14.73	\$30,638	\$10,023	\$9.65	\$20,072	-\$543	52.6%
Packers and Packers, Hand	\$11.62	\$24,170	\$3,555	\$9.36	\$19,469	-\$1,146	24.1%
Personal and Home Care Aides	\$10.38	\$21,590	\$975	\$9.15	\$19,032	-\$1,583	13.4%
Refuse and Recyclable Material Collectors	\$21.50	\$44,720	\$24,105	\$9.12	\$18,970	-\$1,645	<b>135.7%</b>
Waiters and Waitresses	\$14.30	\$29,744	\$9,129	\$9.81	\$20,405	-\$210	45.8%

\* To surpass the poverty level for a family of four, a worker needs to earn an hourly wage of at least \$9.92 (full-time, year round). The poverty line in 2006 for a family of four was \$20,615.

Source: Barry T. Hirsch and David A. MacPherson, *Union Membership and Earnings Data Book*, BNA, 2007, forthcoming; U.S. Census Bureau, Preliminary Estimates of Weighted Average Poverty Thresholds for 2006, Jan. 24, 2007. Prepared by the AFL-CIO.

Your industry may not be listed, but you will find similar results yourself for the industry that you are in.

Become a member today by giving your completed membership form to your Local Union Steward.