

Making cents of your dues dollars

- CWA union membership dues are only 1.3% of your base wages and members do not pay dues on overtime or premium pay.
- You also won't have to pay a single dollar in dues until you and your coworkers negotiate, vote on and approve a contract with the company.
- There's no "initiation fee" for joining CWA, and your dues only go up if your pay does or you and your coworkers vote to increase them.

Here's what your membership dues would look like.

| <u>Hourly Rate</u> | <u>Hours/Week</u> | <u>Monthly Dues</u> |
|--------------------|-------------------|---------------------|
| \$10 | 20 | \$10.40 |
| \$10 | 40 | \$20.80 |
| \$15 | 20 | \$15.60 |
| \$15 | 40 | \$31.20 |
| \$19 | 20 | \$19.76 |
| \$19 | 40 | \$39.52 |
| \$24 | 20 | \$24.96 |
| \$24 | 40 | \$49.92 |

Where do your dues go?

The Local Union Share (50.4%):

- Day to day representation of members
- Grievance process and arbitrations to make sure employees are treated fairly
- Advocating for city and state laws to protect workers rights and promote equality
- Training programs to improve worker skills and promote career advancement
- Supporting local partnerships designed to amplify our voice
- Local union communications, newsletters, emails, etc
- Negotiation of contracts with management

The National CWA Share (49.6%):

- Staff representatives and organizers to work with local unions around the country
- Education and training on organizing and bargaining
- Lobbying for important legislation like Airport Rage laws, FMLA access and bills to stop call center offshoring
- Legal support and research for things like AMR's bankruptcy hearings
- Movement building with community groups so we have allies in our fights
- Supporting special programs and collective bargaining campaigns

