

MAKING CENTS OF YOUR DUES DOLLARS.

- CWA union membership dues are only 1.3% of your base wages. Members do not pay dues on overtime or premium pay.
- **You won't pay any 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 1.3% MEMBERSHIP DUES 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

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
- 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

