

United Electrical, Radio and Machine Workers of America

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Director of Organization



November 15, 2024

TO: Local Presidents (*via Email*)
Local Financial Officers (*via Mail & Email*)
Regional Presidents (*via Email*)
Staff (*via Email*)

RE: **Per Capita and Minimum Monthly Dues Systems:
January 1, 2025 through December 31, 2025**

FROM: Andrew Dinkelaker, General Secretary-Treasurer

For local officers and/or locals who this would be the first time doing this, please take a moment and read through this memo and the explanatory *Process Document*. In accordance with the ratified UE Constitution and By-Laws, Article 15 Revenue, Section A, paragraph 2; “Effective January 1 of each year all locals shall pay to the national union monthly per capita at the rate of 1.65 hours of the average hourly wage of the workplace except that no local shall pay less than the minimum per capita rate of \$19. **For all locals which on January 1 of the previous year were paying per capita at a rate less than 1.65 hours, the increase on January 1 shall not exceed \$2.00.**”

Per constitution, all “**Locals who are at the per capita rate of \$19.00 or 1.65 hours shall submit to the national union by December 20 of each year a wage breakdown of the workplace as of November 1 of that year. Locals failing to provide required documentation shall pay per capita based on the a 20% increase in the per capita rate for that local from the previous year.** The assigned level of per capita will continue until proper documentation is provided.”

The wage information that lists each bargaining unit members’ rate of pay must be attached to the Annual Per Capita Rate Determination Report and submitted by the December 20, 2024 deadline to avoid the surcharge penalty. **If needed sample employer information request letters can be downloaded at: ueunion.org/percapita**

To assist with calculations one can use the on-line calculator to insert the average wage for the shop and select your local (and sub-local/shop where applicable) in order to determine the new per capita pay rate. This can be found at: **ueunion.org/percapita**

Monthly Minimum Dues:

The on-line calculator also reports on what the local’s minimum dues should be. For locals that were established prior to December 1, 2019 the minimum monthly dues a local is required to charge members is set by the Constitution (Article 18, Section D) and is \$10 per month (or the weekly equivalent if paid weekly) above the local’s per capita rate.

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For workplaces not covered by a collective bargaining agreement, except for those engaged in renegotiating a collective bargaining agreement, shall be set at \$5 per month (or the weekly equivalent if paid weekly) above the local's per capita rate.

Locals established on or after December 1, 2019, per constitution: “effective December 1, 2019, members of all newly organized locals shall pay 2.5 hours times their regular hourly rate (exclusive of adders and shift premiums) in monthly dues. Members who work regularly work twenty (20) hours or less a week shall pay 1.25 hours times their hourly rate in monthly dues.”

To ensure compliance and to help locals in developing a financial plan to reach those requirements ALL LOCALS should make every effort to return by December 20, 2024 deadline a completed Local Union Dues Report.

Today, a large majority of locals charge a higher amount than the required minimum dues. This is wise, because the additional revenue stays with the local to build a sound treasury. Locals then have the resources to defend the membership's interests accordingly. It will also allow enough revenue for members and leaders to participate in Regional and National union functions.

Your UE staff representative or regional president will gladly assist you if needed. Please feel free to contact me at the National Office as well. I thank you in advance for your cooperation concerning this important matter.

NOTE: Please contact both UE Bookkeeper Megan Moffitt and General Secretary-Treasurer Andrew Dinkelaker if the Local has questions or is unable to meet the December 20, 2024 deadline.

Enclosures