

UTILITY WORKERS UNION OF AMERICA

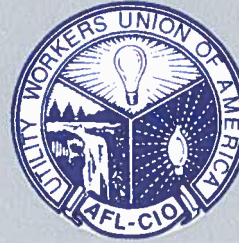
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GARY M. RUFFNER
SECRETARY-TREASURER

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VICE PRESIDENT

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November 7, 2008

TO: ALL UWUA FINANCIAL OFFICERS
FROM: GARY M. RUFFNER, NATIONAL SECRETARY -TREASURER
SUBJECT: NOTIFICATION OF 2009 DUES & PER CAPITA INCREASES

Dear Brothers and Sisters:

In accordance with the Constitution of the Utility Workers Union of America, AFL-CIO, adopted in Atlantic City, New Jersey, on April 6, 1946, and amended through June 30, 2007, the National Union is officially notifying all local unions that the monthly dues paid by the membership is to be increased as of January 1, 2009, by the amount of two dollars (\$2.00) per month.

This required increase in dues is based on an average wage increase gained by the UWUA membership for the year 2008 of 3.340%. This average is arrived at by using the wage increases obtained through negotiations for the members of all UWUA local unions and dividing the total by the number of members involved. The provisions of **Article VI, Section 1a.** of the National Constitution, specify that the dues increase, therefore, will be 3.340% of the \$59.95 Base Average Dues.

Therefore, each local union's financial officer is required to notify the company where a checkoff agreement is in effect, to increase the dues deduction by the stated amount beginning with the month of January 2009. For those local unions not having checkoff agreements with their respective companies, you will be required to notify each member that **his or her monthly dues will be increased, as of January 1, 2009, by two dollars (\$2.00) per month.** If you encounter any problems with a company in instituting this increase, please notify the National Union Office immediately. We will do whatever we can to assist you in resolving these problems.

Also, beginning as of January 2009, the per capita paid to the National Union will be equal to 50% of the monthly dues increase of two dollars (\$2.00) per month. This will increase the current monthly per capita of **fourteen dollars and ninety-one cents (\$14.91) per month to fifteen dollars and ninety-one cents (\$15.91) per month.** This is an increase of one dollar (\$1.00) per month paid to the National Union.

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For those local unions that have the entire dues checkoff remitted to the National Office, no particular additional action is required other than to send the proper notification to the company regarding this \$2.00 increase in the monthly dues to the membership. The National Office will withhold the **fifteen dollars and ninety-one cents (\$15.91)** per member from the dues checkoff check received in the month of February. The checks received in February are generally for the dues collected in January or the preceding month. Those local unions collecting dues directly from their membership, or those local unions receiving the checkoff check from a company, will be required to increase their monthly per capita payment to **fifteen dollars and ninety-one cents (\$15.91)** per month when filing their January per capita reports, whether submitted in January or February.

At the present time, the portion of the monthly per capita allocated to the Special Defense and Organizing Fund is one dollar and fifty-two cents (\$1.52) per member per month. The Constitution provides that ten percent (10%) of the one dollar (\$1.00) increase in the monthly per capita be allocated to the Special Defense and Organizing Fund. Therefore, the monthly amount allocated to the Special Defense and Organizing Fund during 2009 will be one dollar and sixty-two cents (\$1.62) per member per month.

The breakdown of the monthly per capita of fifteen dollars and ninety-one cents (\$15.91) received by the National Union will be as follows: One dollar and sixty-two cents (\$1.62) to the Special Defense and Organizing Fund and fourteen dollars and twenty-nine cents (\$14.29) to the General Fund.

The National Constitution includes a provision which would permit any local union, that feels it can pay the increased monthly per capita to the National Union and still have sufficient funds necessary to carry on the required activities of the local at its current level of dues, or at the level below the automatic increase of two dollars (\$2.00) per month, to reduce its dues structure at any time after the increase has been placed into effect.

However, to do this, specific action must be taken by the local union membership to reduce the dues. A vote of the membership must be conducted in the same manner as a vote required for an increase in the local union's dues, for this action to be in compliance with the Labor-Management Reporting and Disclosure Act. It is not proper for any local union to continue its dues at the current level, or to decrease its dues structure by merely ignoring this notification of the Convention's action to increase the dues in the manner stated above.

If your local union eventually does take action to decrease the dues required of the membership, or to increase them at any time when necessary to provide sufficient operating funds for the local union, please notify the National Office so that the National Union records can be properly maintained.

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I would suggest that action be taken on this communication as soon as possible, to provide sufficient time to make sure that the deductions are started on time, and to provide additional time as needed to resolve any problems which may develop in getting this increase into effect.

If you have any questions, or need additional information with regard to this requirement, or any of the matters contained in this notification, please feel free to contact the National Office and we will be more than happy to provide the answers to all questions raised.

I am enclosing a copy of **ARTICLE VI, Section 1 and Section 1a**, for your information.

Sincerely and fraternally,



Gary M. Ruffner
National Secretary-Treasurer

GMR:rmf
Enclosures

cc: All Local Union and Council Presidents
UWUA Executive Board, Staff, and Officers

ARTICLE VI
Finances

Section 1. Each Local Union shall pay the National Union on or before the 15th of each month, for the preceding month, **fifteen dollars and ninety-one cents (\$15.91)** per member from whom dues are collected; one dollar and sixty-two cents (\$1.62) of this amount to be transferred to the Special Defense and Organizing Fund. Beginning with the per capita adjustment on January 1, 1984, and each year thereafter, 10% of the per capita adjustment will likewise be transferred to the Special Defense and Organizing Fund.

Section 1a. The amount of adjusted dues and per capita shall be in addition to the then current dues of the local union and the per capita as set forth in ARTICLE VI, Section 1, of the National Constitution. Base average dues (presently \$58.07) shall be established at \$59.95 as of January 1, 2009, and shall be used as a starting point for calculating the annual mandatory dues increase. This mandatory annual dues increase shall be based on the average wage increase that is secured for the members of the Union in the preceding year. (ARTICLE VI, Section 1, and ARTICLE VI, Section 1a, will be corrected after each adjustment to reflect the current base dues and per capita for the year involved.) Fifty percent (50%) of these adjustments will be forwarded to the National Union as per capita.

Nothing in this requirement for annual adjustments would (a) compel a local union to establish a base average dues, (b) prohibit a local union from establishing a base average dues, (c) prohibit a local union from increasing its existing dues, or (d) prohibit a local union from decreasing its existing dues.