

UTILITY WORKERS UNION OF AMERICA

JAMES SLEVIN
PRESIDENT

PATRICK M. DILLON
EXECUTIVE VICE PRESIDENT

MICHAEL COLEMAN
SECRETARY-TREASURER

JOHN DUFFY
VICE PRESIDENT

Affiliated with A.F.L.-C.I.O.



1300 L STREET, N.W.
SUITE 1200
WASHINGTON, D.C. 20005
202-899-2851
202-899-2852 FAX
www.uwua.net



October 29, 2019

To: All UWUA Financial Officers
From: Michael Coleman, National Secretary-Treasurer
Subject: Notification of Dues and Per Capita Increases - 2020

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 July 27, 2019, 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, 2020, by the amount of two dollars and thirty-five cents (\$2.35) per month.

This required increase in dues is based on an average wage increase gained by the UWUA membership for the year 2019 of 2.97%. 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 2.97% of the \$79.17 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 2020. 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, 2020, by two dollars and thirty-five cents (\$2.35) 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 2020, the increase in per capita paid to the National Union will be equal to 50% of the monthly dues increase of two dollars and thirty-five cents (\$2.35) per month, or one dollar and seventeen cents (\$1.17). This will increase the current monthly per capita of twenty-four dollars and fifty-one cents (\$24.51) per month to twenty-five dollars and sixty-eight cents (\$25.68)

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 \$2.35 increase in the monthly dues to the membership. The National Office will withhold the twenty-five dollars and sixty-eight cents (\$25.68) 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 the National Union to twenty-five dollars and sixty-eight cents (\$25.68) 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 two dollars and forty-eight cents (\$2.48) per member per month. The Constitution provides that ten percent (10%) of the one-dollar and eighteen cent increase in the monthly per capita, or twelve cents (\$0.12) be allocated to the Special Defense and Organizing Fund. Therefore, the monthly amount allocated to the Special Defense and Organizing Fund during 2020 will be two dollars and sixty cents (\$2.60) per member per month.

The breakdown of the monthly per capita of twenty-five dollars and sixty-eight cents (\$25.68) received by the National Union will be as follows: two dollars and sixty cents (\$2.60) to the Special Defense and Organizing Fund, and twenty-three dollars and eight cents (\$23.08) to the General Fund.

Pursuant to Article VI of the Constitution, as amended on July 27, 2019, ***When the local union, regional board or joint council forward the per capita payment due to the National Union on the 15th of each month, it must also submit an accurate list of names and addresses of its members.*** In order to provide the National with your local's membership data, please refer to Attachment "C" for further instructions.

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 and thirty-five cents (\$2.35) per month, to reduce its dues structure at any time after the increase has been placed into effect. A vote of the membership must be conducted in the same manner as a normal vote of a motion, by requiring that the local not put the automatic increase into effect, 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, above the automatic increase, 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.

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 contact the National Office.

Fraternally,



Michael Coleman, National Secretary-Treasurer
Utility Workers Union of America, AFL-CIO

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

Enclosures

ATTACHMENT “A”

**AMENDMENT #4 TO THE
UWUA CONSTITUTION**

Present Text	Proposed & Approved Amendment <i>Bold & Italics Portion Only</i>
ARTICLE VII Local Unions	ARTICLE VII Local Unions
<p>Section 1. Local unions, regional boards or joint councils, may adopt such bylaws and rules as do not conflict with any of the provisions of this National Constitution or the policies of the National Union. All local unions, regional boards or joint councils shall send copies of their bylaws as well as any bylaw amendments adopted by local unions, regional boards or joint councils to the National President for approval before they shall take effect; and, if in the best interests of the membership and not in conflict with the National Constitution, they shall be approved.</p>	<p>Section 1. Local unions, regional boards or joint councils, may adopt such bylaws and rules as do not conflict with any of the provisions of this National Constitution or the policies of the National Union. All local unions, regional boards or joint councils shall send copies of their bylaws to the National Union. <i>If a local union, regional board or joint council seeks to amend its bylaws, the amendments must be sent to the National President for approval in writing before they can be adopted by the local union, regional board or joint council. The National President shall approve proposed amendments to the bylaws if in the best interests of the membership and not in conflict with the National Constitution. The local union, regional board or joint council is required to send the National Union amendments to bylaws adopted by the membership within 60 days of approval.</i></p>
	<p><u>Submitted By:</u> National Executive Board on May 9, 2019</p> <p><u>Approved at the 31st UWUA Constitutional Convention on July 27, 2019</u></p>
	<p><u>Impact Statement:</u></p> <p>The purpose of this amendment is to ensure that UWUA affiliate bylaws comply with the National Union’s requirements and applicable law. The Executive Board supports this proposed amendment because requiring the National Union review and approve proposed amendments to bylaws prior to adoption ensures that affiliates are in compliance with the National Constitution and the applicable law.</p>

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October 29, 2019

Dear UWUA Local Union Officers,

As you know, at the UWUA's 31st Constitutional Convention, the delegates voted to amend Article VI, Section 9 of the UWUA Constitution to require local unions, regional boards and joint councils to submit an accurate list of names and addresses of its members to the National Union along with monthly per capita payments.

It is well established under the National Labor Relations Act and state labor laws that unions are entitled to the names, addresses, telephone numbers, email addresses, ages, seniority dates, work classifications and equal employment opportunity data such as statistical data on minority group and female employees. In order to comply with the UWUA Constitutional requirements and to ensure that UWUA affiliates and the National Union have bargaining unit employee information necessary to educate, communicate and activate our membership on issues vital to our Union, we are requesting the following information on a monthly basis:

- Name
- Address
- Telephone numbers (including mobile numbers)
- Email address
- Date of birth
- Seniority date
- Work classification
- Membership status

In an effort to assist UWUA affiliates, we have attached a draft letter to employers to request the information. This information will be kept confidential and will not be sold or used by vendors for sales or promotional purposes. Please contact me with any questions.

Fraternally,

Michael Coleman
National Secretary-Treasurer

/MAC:dr
Enclosures

ATTACHMENT "B"

ATTACHMENT “C”
INSTRUCTIONS FOR OBTAINING/SUBMITTING MEMBER DATA

Pursuant to Article VI of the Constitution, as amended on July 27, 2019, when the local union, regional board or joint council forward the per capita payment due to the National Union on the 15th of each month, it must also submit an accurate list of names and addresses of its members.

- 1) If the local union maintains membership data, please provide the National with an excel file containing the following information. An excel template will be provided via email to all local officers:
 - a. Name
 - b. Address
 - c. Telephone numbers (including mobile numbers)
 - d. Email address
 - e. Date of birth
 - f. Seniority date
 - g. Work classification
 - h. Membership status
- 2) If the local union does not maintain membership data, please use Attachment “D” and send to your members’ employers to request the information in an electronic format. The letter should be updated to reflect your local union information and placed on your local union letterhead. The excel template should accompany the letter provided to the employers.
- 3) Once the excel template has been completed, please submit your file to the National Office via email at memberdata@uwua.net. This data will be loaded to our membership database.
- 4) Once initial files from local unions are received, the National Office will be contacting each local union regarding membership maintenance in the database on an ongoing basis.

ATTACHMENT "D"

Letter to Employers

<<ON LOCAL LETTERHEAD>>

<<Date>>

Dear Labor Relations Manager:

UWUA Local <<__>> requests the following information from <<Company X>> for bargaining unit employees on a monthly basis.

- Name
- Address
- Telephone numbers (including mobile numbers)
- Email address
- Date of birth
- Seniority date
- Work classification
- Membership status

This information is necessary for UWUA Local <<__>> to properly represent and communicate with the bargaining unit. The information is also necessary for UWUA Local << __>> to comply with the provisions of the UWUA National Constitution.

If you have any questions, please contact me.

Sincerely,

<<Jane Doe>>

<<President Local __>>



UWUA Constitution

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, **twenty-five dollars and sixty-eight cents (\$25.68)** per member from whom dues are collected; two dollars and sixty cents (\$2.60) 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 \$79.17) shall increase to \$81.52 as of January 1, 2020, 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 due, (b) prohibit a local union from establishing a base average due, (c) prohibit a local union from increasing its existing dues, or (d) prohibit a local union from decreasing its existing dues.

LOCAL OFFICER NOTIFICATION FORM



All forms should be accompanied by an official letter from the Local Secretary identifying change in local union officers.

To ensure accuracy, please complete each local officer's information.

Send completed forms to cmansfield@uwua.net

Website:

DATE:

LOCAL #:

Facebook/Twitter:

LOCAL OFFICE ADDRESS (if applicable):

Street Address:

City, State, Zip:

Telephone:

Communications Contact:

PRESIDENT:

Check to use home address for mailing and shipping

Street Address:

City, State, Zip:

Telephone:

Email:

VICE PRESIDENT:

Check to use home address for mailing and shipping

Street Address:

City, State, Zip:

Telephone:

Email:

SECRETARY-TREASURER:

Check to use home address for mailing and shipping

Street Address:

City, State, Zip:

Telephone:

Email:

RECORDING SECRETARY:

Check to use home address for mailing and shipping

Street Address:

City, State, Zip:

Telephone:

Email:



2020 MONTHLY PER CAPITA REPORT WITH PART-TIME AMOUNTS
UTILITY WORKERS UNION OF AMERICA AFFILIATED WITH AFL-CIO

FOR MONTH OF _____ LOCAL NO. _____ DATE _____
 MONTH & YEAR

ADDRESS _____ CITY _____ STATE _____ ZIP CODE _____

Pursuant to Article VI of the Constitution, as amended on July 27, 2019, when the local union, regional board or joint council forward the per capita payment due to the National Union on the 15th of each month, it must also submit an accurate list of names and addresses of its members.

	Reporting Membership		Amount
	#of members	Amount	
Full Time Per Capita		\$25.68 per member/mo	
Initiation		½ to Maximum of \$50.00	
Reinstatement		½ to Maximum of \$50.00	
Unemployed		No Charge	
Part-time Per Capita		\$19.26 per member/mo*	
Total Due to National UWUA			

ALL PER CAPITA REPORTS MUST BE SIGNED AND SENT IN, ACCOMPANIED BY CHECK OR MONEY ORDER **ON or BEFORE THE 15th DAY OF EACH MONTH**, FOR THE PRECEDING MONTH. – ARTICLE VI, SECTION 1, UWUA CONSTITUTION. PER CAPITA

* The part-time rate is for employees working less than 20 hours per week and making less than \$10 per hour. The part-time rate to be paid to the National for 2020 is 75% of \$25.68, or \$19.26

CERTIFIED BY _____
 FINANCIAL OFFICER

 PHONE/EMAIL

CERTIFIED BY _____
 PRESIDENT

 PHONE/EMAIL

Mail one copy with a check payable to the UWUA to:
 National Secretary-Treasurer
 Utility Workers Union of America, AFL-CIO
 1300 L Street NW, Suite 1200
 Washington, DC 20005