

UTILITY WORKERS UNION OF AMERICA

JAMES SLEVIN
PRESIDENT

MICHAEL COLEMAN
SECRETARY-TREASURER

PATRICK M. DILLON
EXECUTIVE VICE PRESIDENT

CRAIG PINKHAM
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 24, 2024

To: All UWUA Financial Officers
From: Michael Coleman, National Secretary-Treasurer
Subject: Notification of Dues and Per Capita Increases - 2025

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 29, 2023, 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, 2025, as follows:

- This required increase in dues, pursuant to Article VI, Section 1a of the National Constitution, is based on an average wage increase obtained through negotiations for the UWUA membership for the year 2024 of 3.47% of the Base Average Dues of \$91.93.
- The amount of the monthly membership increase is three dollars and nineteen cents (**\$3.19**) per month.
- The increase in per capita paid to the National Union will be equal to 50% of the monthly dues increase of three dollars and nineteen cents (\$3.19) per month, or one dollar and fifty-nine cents (**\$1.59**)
- The current monthly per capita of thirty dollars and eighty-eight cents (\$30.88) per month will increase to thirty-two dollars and forty-seven cents (**\$32.47**)
- The breakdown of the monthly per capita of thirty-two dollars and forty-seven cents (\$32.47) received by the National Union will be as follows: three dollars and twenty-seven cents (\$3.27) to the Special Defense and Organizing Fund, and twenty-nine dollars and twenty cents (\$29.20) to the General Fund

Membership/Employer Notification Actions:

- Each local union's financial officer is required to notify the employer where a checkoff agreement is in effect, to increase the dues deduction by \$3.19 beginning with the month of January 2025.
- 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 by \$3.19 beginning with the month of January 2025.
- If you encounter any problems with an Employer in instituting this increase, please notify the National Union Office immediately. We will do whatever we can to assist you in resolving these problems.

Per Capita to the National Union:

- For those local unions that have the entire dues checkoff remitted to the National Office, send the proper notification to the employer regarding this \$3.19 increase in the monthly dues to the membership. The National

Office will withhold the thirty-two dollars and forty-seven cents (\$32.47) per member from the dues checkoff check received.

- For those local unions collecting dues directly from their membership, or those local unions receiving the checkoff check from an employer, they will be required to increase their monthly per capita payment to the National Union to thirty-two dollars and forty-seven cents (\$32.47) per month when filing their January per capita reports, whether submitted in January or February

Membership Data Requirements:

- Pursuant to Article VI of the Constitution, as amended on July 29, 2023, 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 "A" 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 three dollars and nineteen cents (\$3.19) 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.

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

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

Enclosures: *Article VI, Section 1 and 1a*
2025 Per Capita Form
Attachment "A"
Attachment "B"
Local Officer Notification Form



2025 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 29, 2023, 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		\$32.47 per member/mo		
Initiation		½ to Maximum of \$50.00		
Reinstatement		½ to Maximum of \$50.00		
Unemployed		No Charge		
Part-time Per Capita		\$24.35 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 2025 is 75% of \$32.47 or \$24.35

CERTIFIED BY _____
 FINANCIAL OFFICER

PHONE/EMAIL _____

PRINT NAME _____
 FINANCIAL OFFICER

CERTIFIED BY _____
 PRESIDENT

PHONE/EMAIL _____

PRINT NAME _____
 PRESIDENT

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



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, **thirty-two dollars and forty-seven cents (\$32.47)** per member from whom dues are collected; **three dollars and twenty-seven cents (\$3.27)** 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 \$91.93) shall increase to \$95.12 as of January 1, 2025, 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.

ATTACHMENT “A”
INSTRUCTIONS FOR OBTAINING/SUBMITTING MEMBER DATA

Pursuant to Article VI of the Constitution, as amended on July 29, 2023, 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 has been 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 “B” 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 "B"

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 __>>

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 spaulo@uwua.net and theoffice@uwua.net

LOCAL #: [] **Website:** [] **DATE:** []
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:** []