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GORDON McGRATH
President

BILL GAUCHER
Secretary Treasurer

May 11, 2021

Dear Sisters and Brothers:

Union Dues

During this COVID-19 pandemic and numerous shutdowns of Health Regions it has been a challenge to service our membership with site visits. We have utilized “Video Conferencing” to stay in touch with our unit leadership and membership, utilized “Simply Voting” for any workplace votes and have sent out information to our membership about what is going on with COVID-19 issues. Has it been a perfect solution? No, but we are doing the best we can under these situations before us. Hopefully, we can be able to get back to some normal activities this year. We are also starting the process to re-hiring a Local Representative on Vancouver Island.

Union dues help to provide services to Unifor members: legal services, health and safety expertise, bargaining representatives, training and education, pension and benefits experts, and much more. Pooling our resources at both the Local and National level gives us more power and a stronger voice as workers.

What are union dues?

Union dues are the way workers pool their resources through a regular contribution to ensure they have the means to defend their collective interests. With dues from its members, Unifor provides a high level of professional and quality service both at the Local and National level.

We get what we pay for.....We all share in the benefits of a good collective agreement, so it only makes sense that we share the costs of building a strong union that can negotiate and enforce that agreement. Union dues are split between the Local and National union.

How are union dues calculated and deducted in Local 114?

Local 114 Dues Deduction Rates

The union dues level for all members of Local 114 is set at two (2) hours and forty-five (45) minutes of straight time pay per month for members who work at least 40 hours in a calendar month and one (1) hour and thirty-five (35) minutes straight time pay per month for members who work less than forty (40) hours in a calendar month. **There is an extra 25 minutes of union dues** built into this that is exclusive to our local 114 for helping to hire two (2) full time support staff, five (5) full-time local representatives and two (2) full-time officers (President and Secretary Treasurer), amongst also being able to have two (2) local 114 offices, one in New Westminster and one in Victoria, B.C.

Calculating Your Dues Deduction

If you work more than forty (40) hours in a calendar month, take your wage rate and multiply it by 2.75.



This will give you the amount of your monthly dues, the equivalent of two (2) hours and forty-five (45) minutes straight time pay.

If you work less than forty (40) hours in a calendar month, take your wage rate and multiply it by 1.583. This will give you the amount of your minimum monthly dues, the equivalent of one (1) hour and thirty-five (35) minutes straight time pay. If you think you fall in this category contact your Local Rep.

Some of our units (employers) deduct on a bi-weekly pay period and follow the following example: Take the hourly wage rate times by 2.75 = monthly dues times by 12 months = yearly rate, then divide by 26 (bi-weekly pay periods) = bi-weekly rate to deduct. There are also 2 months in every year that there are 3 bi-weekly pay periods, you have to make sure deductions are done on these periods as well.

In some cases, the payroll departments and our Local have set up a percentage of earnings formula; like 1.6% of gross earnings off each pay period. This is only done in special circumstances where the above formulas can't be administered.

If a member is off work for a full calendar month on Workers Compensation or a full calendar month on Weekly Indemnity, then no union dues should be deducted.

If a member has no earnings for a week when the union dues are deducted, then the payroll department should be taking the dues deduction off on the next pay cheque that the member receives.

The dues deductions for any Owner Operator or Dependent Contractor is currently set at a flat rate of \$50.00 per month.

Any new member(s) (employees) hired are also subject to a one time "Initiation Fee" of \$10.00.

The union dues deducted are split by the National Union and the Local Union. National receives 54% and the Local retains 46% of the union dues deducted. **The local keeps only 46 cents from every dollar collected in union dues.**

It is easy to think we could cut union dues, but the reality is any reduction in union dues would result in less services and benefits for our members. Your executive, including the Trustees, Secretary Treasurer and President, make every decision with fiduciary responsibility.

Our National portion of dues pay for:

National Representatives to assist locals in bargaining and arbitrations and Expert staff at Regional and National Office for pensions and benefits, legal and research so that we are well-equipped at the bargaining table. National sets up through their Educational Department courses either through PEL, 1 to 3-day area schools. National also has a very active Organizing Department to bring new members into our Union and into our Locals. Part of the dues we sent to National also goes into the Strike Fund that our members access if and when they go on strike or get locked out.

Local portion of dues go towards:

Hiring Local staff to assist our membership on daily issues, bargaining, grievances and concerns (4 Local Representatives, 2 Support Staff and 2 Full-Time Officers). Establishing and maintaining Members-At-Large on our Executive Committee to bring the concerns and issues from our outlying areas. We are also in the process of re-hiring a Local Representative for Vancouver Island again.

Assist our members who need help with Workers Compensation issues and appeals and with PEER referral services.

Maintain our meeting halls and offices, so that we have our **own places to gather**, independent from our employers. This would also include renting meeting spaces outside of the Lower Mainland when needed.

Educating our Stewards/workplace Reps, Health & Safety Reps, Activists and Leaders so that they can be effective and strategic. Supporting our Education, Human Rights, Women's, Aboriginal & Racialized Workers, Environment, Health & Safety, Union in Politics, Recreation, Workers with Disabilities, Community Service and LGBT Committees.

Holding our quarterly general meetings and participating at conventions and conferences.

Communications – so we can make sure the voice and concerns of working people are heard in our communities, in the media, and with policy makers.

Union Dues are 100% tax deductible

For more information or to talk to a local or national representative call. Local 114 call 1.800.841.5911

New Westminster National 1.800.665.355

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LOCAL 114 BY-LAWS

Article I. ARTICLE # 5 INITIATION FEES

The initiation fee for membership shall be ten dollars (\$10.00), as per **Article 5 Section 11 and Article 15 Section G: 3 of the Unifor National Constitution**, for membership in this Local Union, except where laws or regulations of the Provincial or Federal Governments require a lesser or larger initiation fee or where the initiation fee has been dispensed with, pursuant to the **Unifor National Constitution**.

Article II. ARTICLE # 6 DUES

The dues level for all members who work at least 40 hours in a calendar month of Local 114 will be the equivalent to two (2) hours and twenty (20) minutes straight time pay per month, or as agreed to by some other formula (**percentage of Gross Pay as per the Unifor Constitution Article 15 G: Local Dues**).

The minimum dues level for all members who work less than forty (40) hours in a calendar month of Local 114 will be the equivalent to one (1) hour and ten (10) minutes straight time pay per month, as per Article 17, Section 2 of the Constitution.

As well, the dues level for all members of Local 114 will be increased by twenty-five (25) minutes above the dues level, which will bring the actual dues level to two (2) hours and forty-five (45) minutes straight time pay per month for members who work at least 40 hours in a calendar month and one (1) hour and thirty-five (35) minutes straight time pay per month for members who work less than forty (40) hours in a calendar month.

The additional twenty-five (25) minutes dues will be the exclusive property of Local 114.

Dependent Contractor dues will be set at a rate of fifty dollars effective May 1st, 2012 per month.