

HOW TO COMPUTE DUES

BASE DUES are \$20.00 per month as outlined on Pages vi of the IBEW Constitution. The **WORKING DUES** portion is 1.25% of your monthly gross earnings or the required **Minimum Working Dues of \$20.00**). Your **WORKING DUES** amount will change anytime there is an increase in your base earnings. For example, an employee who earns between \$0 & \$1,600.00 in a month, **BASE & WORKING DUES** totaling \$40.00 are owed (\$20.00 + \$20.00). When earning over \$1,600.00 a month, use 1.25% of your base earnings to calculate **WORKING** dues owed.

Example: \$1,700.00 (monthly earnings) x 1.25% = **\$21.25 Working Dues** plus **\$20.00 Base Dues** = **\$41.25 Total Dues**

PAYMENT DUE DATES: As a Non-Staff, Casual, Temporary employee you should be paying union dues from the previous month by the 15th day of the current month. For example, union dues owed for the month of May 2016 are due on or before the 15th day of June 2016. As a Staff employee, all union dues owed are due on or before the 15th day of the current month. For example, Union dues for the month of June 2016 are due on or before June 15, 2016.

LATE FEES: If your account is past due (3 or months in arrears) you will be assessed a reinstatement fee of \$3.00. Please call the Local 45 office at (323) 851-5515 to request payment arrangements if you cannot remit all union dues owed.

DROPPED MEMBERSHIP: To comply with the Union Security Clause in the Collective Bargaining Agreement under which you are employed and as stated in the IBEW Constitution Article XXI, Section 3: "**Any member indebted to his L.U. for three months dues, or having any past due indebtedness to the IBEW for dues or assessments, shall stand suspended**". If your membership is "dropped" for non-payment of required union dues, you will have to rejoin Local Union 45 (repay the initiation fees) and you will be ineligible for work within Local 45's jurisdiction until you are again a member in good standing. Be advised that your membership will be dropped automatically if your account becomes 3 or more months in arrears.

AUTOMATIC DUES DEDUCTION: Some Employers offer the convenience of deducting union dues via payroll. Please contact your Employer to see if this service is available. An authorization form must be completed and provided to both the Local Union and your Employer before dues deductions can begin. Forms may be obtained from the Local Union office.

HONORARY WITHDRAWAL: If you will not be working in Local 45's jurisdiction for one or more months and your union dues are current, you should request an Honorary Withdrawal. Honorary Withdrawal requests must be submitted in writing. Once your Honorary Withdrawal request has been granted, you will not be liable for any monthly union dues until you are hired for work in Local 45's jurisdiction. Confirmation of your request will be sent to you within 30 days. Honorary Withdrawal status protects your IBEW membership, therefore you are not required to rejoin or resubmit initiation fees when you resume employment in Local 45's jurisdiction.

RETURNING FROM HONORARY WITHDRAWAL: You must notify Local 45 when you are hired, and reactivate your membership immediately when returning to work in Local 45's jurisdiction. For Non-Staff, Casual, Freelance, Per Diem and On-Call members, reactivating your membership entails remitting minimum payment of **\$40.00** prior to your first day of work. Additional union dues may be required based on monthly earnings. For Full-Time and Part-Time Staff members, your reactivation fee will be the current month's union dues. When paying by mail, please allow time for mailing and processing of your payment. You may resume Honorary Withdrawal status by submitting another written request to Local 45.

Full-Time/Part Time Staff Employees:

If you are a Full-Time or Part-Time STAFF employee, please use the formula below for calculating your dues:

1. Weekly pay rate multiplied by 52 weeks
2. Divide that number by 12
3. Multiply 1.25% of the total to obtain the **Working Dues** portion
4. Add \$20.00 **Base Dues** to the **Working Dues** amount.
5. Submit the total of both **BASE & WORKING DUES** on or before the 15th day of the month.

To make a payment or obtain additional information visit www.ibew45.org or call the Local Union #45 Office at 323-851-5515