



GET THE FACTS

THE UAW AND MEMBERSHIP DUES

I. What are dues, and what is the difference between dues and fees?

Dues: Membership dues are what UC Academic Researchers (ARs) would pay to be members of the union. Under UAW policy, no AR would pay dues until after a contract is negotiated and ratified by a democratic vote in which all ARs will be encouraged to participate. Dues cover all of the day-to-day cost of having a strong union, including paying for organizing resources as well as subject experts to negotiate on equal terms with UC's consultants, legal and grievance representation costs, staffing, rent, equipment, and supplies. Dues also go toward the UAW Strike and Defense Fund, which would give ARs leverage at the bargaining table because the UC Admin would know ARs would have the capacity to strike if necessary.

Under UAW policy, no Academic Researcher would pay dues until after a contract had been negotiated and approved in a democratic vote by ARs. Dues in UAW Local 5810 (the Union of Postdocs at UC) are 1.44% of gross pay (\$60 per month and \$720 per year based on \$50,000 salary) received from UC for work performed that is covered by the contract (so if someone is a half-time Project Scientist and half-time Lecturer, they would only pay dues on their Project Scientist salary). Dues are not paid on the monetary value of benefits such as health care premiums. The dues rate can only be raised by a membership vote: either through a vote of delegates to the International Union Constitutional Convention, or by a vote of members of the Local, who can approve a dues increase only for those members included in the Local Union.

Typically, increased salary and benefits more than

cover the cost of dues. For example, the base wages for UC Postdocs have gone up an average of 25% since they ratified their first contract in 2010.

Fair Share Fees: Since everyone in the bargaining unit receives all of the benefits of the contract, non-members often pay a "fair share" fee (that is less than or equal to dues), so the cost of representation is shared equally. Whether this happens for Academic Researchers would be something ARs decide as part of the bargaining agenda and would be subject to negotiation with UC. For UC Postdocs, the Fair Share fee is 79.54% of dues, or 1.145% of gross pay (\$47.70 per pay period and \$572.50 per year based on \$50,000 salary).

Initiation Fees: Initiation fees, like dues, are set by UAW membership. Initiation fees are only paid one time. They are currently \$10 for all new UAW Local 5810 members. Initiation fees are used to educate new members about their rights under the collective bargaining agreement as well as contract enforcement and other support of members' rights.

II. How is the dues money allocated? What is it used for?

Dues cover all of the day-to-day cost of having a strong union. Most of the day-to-day work of enforcing the contract and representing membership is financially supported by the Local Union. 26.5% of the dues are used by the Local to support its expenses including:

- Educating new employees about their rights and the union
- Contract negotiations
- Advising members in difficult situations, and supporting them through the grievance process if

WHERE YOUR DUES GO:

3.5%

Community Action Program (CAP)

The UAW pushed for and won inclusion of Postdocs and Academic Researchers in the federal overtime regulations and fought to extend the OPT.

26.5%

Local Union Funds

Building membership makes your union stronger and the local makes sure your contract rights are enforced.

26%

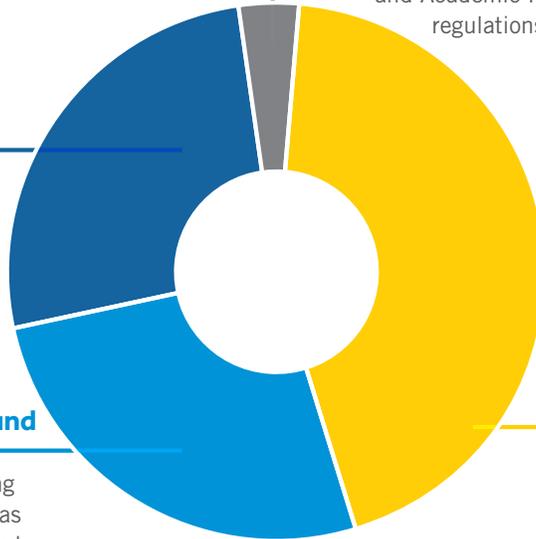
The International Union's Fund

Subject matter experts in bargaining can accomplish great things, such as contract wins, and legal staff support activities like the amicus brief UAW 5810 and other academic worker unions filed at the Supreme Court against Trump's Anti-Muslim Travel Ban.

44%

Strike and Defense Fund

Having resources to sustain long negotiations is a compelling incentive for the UC Admin to bargain fairly and has enabled UC Postdocs and numerous other academic worker local unions to improve their pay and benefits.



necessary

- Events, including educational seminars on topics like visa and immigration rights, healthcare, and taxes
- Advocacy for public policy that better supports research and researchers

The rest of the dues is allocated to the International Union's General Fund (26%), Strike and Defense Fund (44%), and Community Action Program (CAP) (3.5%). Academic Researchers would be supported by these funds as described below. Depending on the overall financial health of the Strike and Defense Fund (if its net worth is \$500M or greater), an additional allocation of dues called a "rebate" is given back to the Local and International Union. So, in typical months, the Local 5810 portion of dues is roughly 37%.

For a great example of local union work helping workers defend their rights, see this summary

of how [forming a union has improved working conditions for Postdocs at UC](#), or this description of the various ways [Postdocs at UC are taking on gender inequity in academia](#).

The portion of dues allocated to the International Union would support UC Academic Researchers in the following ways:

- Provide technical support for contract negotiations
 - Health insurance experts who can take on the University's consultants in order to pursue the best benefits for the best price. For example, UAW experts helped analyze Affordable Care Act compliance for UC Postdoc benefits plans, resulting in improvements like \$0 copays for preventive care and contraception.
 - Researchers who can help analyze UC finances to provide ARs independent and reliable data and analysis upon which to base decisions

about proposals and agreements in bargaining.

- Legal advice and advocacy and greater ability to impact policy makers, especially those in Washington. For example, along with other unions, UAW International [filed an amicus brief](#) in the Supreme Court case challenging the Trump administration travel ban. In 2016, UAW helped win the [Optional Practical Training STEM extension](#).

- Experienced negotiators to help achieve UC Academic Researchers' goals, both at the bargaining table and in terms of developing an overall contract campaign.

- Provide ongoing support outside of contract negotiations:

- Guidance on grievance handling and arbitrations. For example, UAW aided UC Postdocs in winning more than \$3 million in back pay by providing guidance through the arbitration process

- Advice on best practices for ensuring strong education and mobilization programs to keep members involved

- Other services as requested by the Local

- In addition, union dues help support new organizing campaigns. For example, the organizing staff and legal support for the Academic Researchers United/UAW campaign is paid for by existing UAW members' dues money.

Also, union dues have gone towards legal and organizing resources that have been key to major victories for academic workers including:

- [The passage of SB 201](#), which was the culmination of a decades-long fight to extend collective bargaining rights to Research Assistants at UC.

- The [recent landmark NLRB decision](#) extending collective bargaining rights to Teaching and Research Assistants at private universities, as well as the organizing resources that led to the subsequent representation election victory of Columbia University TAs and RAs, which came from UAW member dues.

A portion of dues money also goes to support political action, including legislative and other policy advocacy on issues that matter to UAW members. For example, the UAW advocates strongly for [fair, comprehensive immigration reform](#), which would include more visa access and an improved green card process, and expanded federal [support for research funding](#), among other topics. [NOTE: Legally, dues money cannot be used for federal campaign contributions, such as the presidential race — that money comes from members' voluntary contributions separate from, and in addition to, dues, in a program called VCAP (Voluntary Community Action Program)].

For additional information about how dues are spent, please refer to the "[Your Due\\$ in Action](#)" page of the local union's website.