



July 27, 2020

## Dues Keep Pace With Pay Increase

The National Constitution sets the basic dues rate for Urban Operations workers at 300% of the maximum hourly rate for the lowest classification within the bargaining unit. RSMC dues have been set at 1.71% of the wage portion received by each member, to a maximum equal to the dues for Urban members. Some Locals have bylaws for a local assessment over and above the monthly basic dues.

With the new collective agreements, there have been wage increases for the Urban and RSMC bargaining units.

The delay between the expiry of the old collective agreements and Arbitrator MacPherson's award of the new agreements created retroactivity, both with wages as well as dues owing.

Monthly union dues for members of the Urban Operations have been set, as follows:

- February 1, 2017                 \$79.35
- February 1, 2018                 \$80.94
- February 1, 2019                 \$82.56
- February 1, 2020                 \$84.63

There is a shortfall in dues paid for the last two and a half years, from February 1, 2018 to July 31, 2020.

For members of the Urban Operations the dues arrears will be collected on three pay periods, as follows:

- **August 6, 2020:**  
Feb. 1, 2020 to July 31, 2020: \$31.68;
- **September 3, 2020:**  
Feb. 1, 2019 to Jan. 31, 2020: \$38.52;
- **October 15, 2020:**  
Feb. 1, 2018 to Jan. 31, 2019: \$19.08.

The dues arrears for each RSMC member is dependent on their individual wages and is 1.71% of their increase. The dues arrears for RSMC members will be collected on two pay periods, as follows:

- **September 3, 2020:**  
(January 1, 2020 to July 31, 2020);
- **October 15, 2020:**  
(January 1, 2018 to Dec. 31, 2019).

With respect to the Urban Operations February 1, 2020 wage increase, systems are in place to automatically adjust the monthly dues deduction to **\$84.63 effective August 1, 2020.**

Attached is a chart showing the 2020 basic dues rates as well as the exceptions for those Locals with local assessments.

I trust this information will assist in answering members' questions about the dues rates and dues adjustments, which members will observe on their pay statements.

In solidarity,

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National Secretary-Treasurer

/cb cope 225  
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