

Union Dues

What percentage of our dues goes to work for us?

ALL OF IT—100%

What are our Dues Used for?

CWA convention delegates-elected by their co-workers-decide how the union's money will be spent. Here is what our dues help provide:

Negotiation of contracts to improve our wages, benefits and other terms and conditions by which we work. Our two hundred field staff are assigned to international union offices in the United States and Canada. These staff provide Locals with expertise in collective bargaining. In addition, resources are used to enable rank-and-file members to participate in the bargaining process.

Enforcement of contracts and handling of grievances, including legal fees and the cost of arbitration and, in the public sector, civil service proceedings.

Research on employers' benefit plans and finances to help us prepare for bargaining and to protect our interests during the life of our contracts.

Strategic campaigns to protect our jobs and standard of living using the Strategic Industry Fund.

Organizing to help new members join the union and protect our standard of living.

Lobbying for legislation at the local, state, and national level to help working people.

Programs to provide safe and healthy workplaces and to address the problems caused by job pressures and new technology.

Educational programs and publications for union officers, stewards, and members including CWA's online education courses offered through cwanett.org.

Programs for creating equal opportunity for all workers regardless of race, gender, age, national origin or sexual orientation.

Public relations to improve public understanding of our jobs and our union.

Website development and maintenance including assistance with Local union websites.

Defense fund for the defense and relief of the union, its locals, their members, officers and agents when circumstances arising out of labor disputes make such defense and relief necessary.

How each dues dollar is allocated*



53 cents

Local Unions. Supports more than 2,000 local union offices covering the cost of representation on day-to-day problems; organizing; members' grievances; training programs; local union publications and communications; participation and support for local union members during negotiations with management; and the CWA Defense Fund which supports strike and mobilization efforts.



11 cents

Members' Relief Fund. This fund (supported by dues from CWA members with the right to strike), provides financial support to members who are on strike or locked out by their employer.



36 cents

International Union. Programs, services and assistance provided to members by CWA international headquarters and district offices, including 200-person professional field staff, collective bargaining assistance, organizing support, legal assistance, mobilization campaigns, government relations and community action, communications, education, research, health and safety, and governance and administration.

** This breakdown is representative for members with collective bargaining rights and the right to strike. For members without the right to strike, the Local Union-International Union breakdown is 60%/40%.*

Who Decides How Much Dues We Pay?

Only CWA members can decide our dues structure. The national CWA dues rate for members is set at 1.3 percent of base wages. The elected convention delegates have set the per capita dues to the international union at less than one-half of one percent (0.46%). To insure that our locals remain strong and effective, convention delegates have mandated that local union dues cannot be less than seven-tenths of one percent (0.7%).

Your Local Union Structure

Local Number

- 1. Membership** Our Local represents _____ workers in:

- 2. Stewards Army** We have approximately _____ trained representation stewards.
We have approximately _____ mobilizers/activists in Stewards Army.

- 3. Local Committees** Our Local has _____ functioning committees.

- 4. Local Executive Board** There are _____ members on the Local Executive Board.
The Board members are elected every three years by the membership.

- 5. Bargaining Units** There are _____ different bargaining units in the Local.