

The Constitution of the International Union of Operating Engineers and Bylaws of IUOE, Local 95 Monthly Union Dues & Membership Status Policies

Monthly Union Dues

If you are not receiving a paycheck, your Employer is not withholding your monthly dues.

- *In accordance with the Constitution of the International Union of Operating Engineers and the Bylaws of IUOE, Local 95*, it is your responsibility to pay your monthly union dues to keep your membership current when you are off work for any reason (layoff, disability, worker's compensation, etc.). If you are off work for any of these reasons, your monthly union dues will be reduced to the minimum monthly union dues rate (*please contact the Union office for this monthly rate*).
- If you fall three (3) months in arrears, you will receive a Suspension Notice, and if payment is not received by the specified date in your Suspension Notice, your Employer may be notified to remove you from your job.
- If you are suspended, you will be required to reinstate, which includes paying all back union dues (if less than \$300.00), plus a \$175.00 reinstatement fee, plus an additional three (3) months union dues.
- If you are suspended and owe more than \$300.00 in back union dues, you will be required to pay an initiation fee at the current rate (*please contact the Union office for this rate*) and become a new member of the union.

Minimum Union Dues

- If you wish to maintain your Union membership, are no longer working in a Union facility or you retire, you may do so by paying the minimum monthly union dues (*please contact the Union office for this monthly rate*).

Withdrawal Card

- You may, if not suspended and monthly union dues are current, request a withdrawal card for \$5.00. All requests for withdrawal cards must be in writing and \$5.00 fee must be paid at the time of the request.
- You must deposit your withdrawal card when you return to work to the Union office. You will be required to pay based on one (1) of the following criteria:
 - If you return to work within twelve (12) months, you will be required to pay all back union dues at the appropriate rate to deposit your withdrawal card.
 - If you return to work after more than twelve (12) months, you will be required to pay the current initiation fee and become a new member to deposit your withdrawal card.
- If you are an active dues paying Retiree and wish to take a withdrawal card, the withdrawal card fee will be waived.

If you are retiring, please read this!

- Upon retirement and to lessen the burden of paying full union dues, you may do one (1) of the following:
 - Pay monthly Retiree's union dues (*please contact the Union office for this monthly rate*).
 - Make application for a Withdrawal Card (*please see above guidelines for a Withdrawal Card*).

Term Explanations

Package Rate = hourly wage rate + CPF contribution rate (if applicable)

Monthly Dues Calculation = Package Rate x 2 + current Int'l Per Capita Rate

Permit Fee & Agency Fee – these fees are paid for the privilege of working in our Union Shop. Permit Fee and Agency Fee Payers are not members of Local 95.

Probationary Employees – these employees pay a permit fee and will not become a member of Local 95 until they have successfully completed the probationary period stated in the Collective Bargaining Agreement they are working under AND completely pay the appropriate Initiation Fee.

Initiation Fee – if you are working Temporary or Probationary, your Initiation Fee will not be accepted unless and until you become a permanent employee.