

### Active or Withdraw

**It is the members responsibility to contact the local if he/she leaves employment within the locals jurisdiction and they wish to withdraw.** If you do not request to withdraw from the union, you will be required to pay the minimum dues per year or quarter.

#### ACTIVE STATUS

Each member pays dues of 1 2/3% of gross wages. **The minimum dues for bargaining unit members on Check-off is \$60 per year. The minimum dues for all NON check-off members is \$80 per year, billed quarterly.**

For bargaining unit members that do not join the union, the service charge shall be in an amount equal to dues paid by union members.

#### WITHDRAW STATUS

When you withdraw, you will be issued a WITHDRAWAL STICKER. You must apply this sticker to your MEMBERSHIP CARD. If you fail to apply this sticker, your card will expire on the date of the last active sticker. If you gain employment within the jurisdiction of NABET-CWA, you will NOT be required to pay a new initiation fee, *provided that you present your card with a valid withdrawal sticker properly applied.* You must present the card to the local Treasurer or Secretary/Treasurer of the local which has jurisdiction over your new place of employment within 30 days of your return work. Failure to present your withdrawal card within 30 days of your return to the Union's jurisdiction will void the rights and privileges granted by the card, including your right to restore your active membership without paying a new initiation fee.

**YOUR ONLY PROOF OF YOUR  
FORMER MEMBERSHIP WILL BE  
YOUR WITHDRAWAL CARD.  
IT IS THEREFORE, EXTREMELY VALUABLE.  
PLEASE KEEP IT IN A SAFE PLACE.  
IT WILL NOT BE REPLACED IF YOU LOSE IT.**

### Dues Structure and Billing Information

#### Dues Owed:

Members of NABET-CWA Local 21 pay dues of 1 2/3 % of gross wages. The minimum dues for bargaining unit members on Check-off is \$60 per year. The minimum dues for all NON check-off members is \$80 per year, billed quarterly. (For bargaining unit members that do not join the union, the service charge shall be in an amount equal to dues paid by union members. .)

#### Billing for those NOT on Check-off.

The dues for the quarter are due within 10 days after the quarter ends. Therefore, the billing will be on the 20th of the final month of the quarter.

1st Qtr (Jan, Feb, Mar)  
billed Mar 20th, Due Apr. 10th  
2nd Qtr (Apr, May, June)  
billed June 20th, Due July 10th  
3rd Qtr (July, Aug, Sep)  
billed Sep. 20th, Due Oct. 10th  
4th Qtr (Oct, Nov, Dec)  
billed Dec. 20th, Due Jan. 10th

Now the problem: Since the billing is done 15 days before the quarter is over, I have not yet received dues information for the final month from your station. Therefore, you must estimate the dues for the last month, and include it with your payment. (Keeping in mind the \$20 quarterly minimum) Your next statement would then show:

- 1) The dues owed from the last month of the previous quarter.
- 2) Your Payment
- 3) The dues owed for the first two months of the current quarter.

The statement would show your new balance due and request that plus your estimate for the final month.

#### Billing for those who ARE on Check-off.

You have the advantage. The dues are deducted from your check each pay period, and mailed in to CWA by the company. This spreads the dues out over the year. At the end of the year, if you have not met the minimum, you would receive a statement in the January of the following year, indicating the shortage. If you have met the minimum for the year, you would not receive a statement.

#### Initiation Fee

The Initiation Fee for all regular full time members is one weeks starting salary. For all others ... Part Time, Freelance, Vacation Relief, Temporary ... the initial charge is 30 times your hourly starting rate. .... if your status changes to Full Time, you would then be billed your Full time initiation fee less the partial fee already paid.

#### Address Corrections

All address corrections should be given to your local station rep., or mailed to the local treasurer. Please remember us when you move.

Please include any new phone number and **HOME** E-Mail Address when submitting an address change. During negotiations, membership phone lists & Home E-mail lists are printed for your local negotiating committee in the event the committee needs to reach anyone. It is important we keep these lists up to date as well as your address.

#### Filling out the Application

When filling out the membership application, please fill out ALL areas as completely as possible. We must have your phone number for negotiations, and we must have your starting salary to properly bill initiation fees. E-mail addresses, if available, would help us update you on negotiations. Social Security numbers are used to properly track your dues payments.

We will NOT send negotiation updates to company E-Mail addresses.