

# OPINION

## Part Time Temporaries

### Having Incorrect Dues Amounts Withheld

“UAW Constitution:

Article 16:

Section 2. Beginning August 2014, in order to remain a member in good standing, each member will pay a minimum monthly dues amount to the Financial Secretary of the Local Union as set forth below.

- (a) For those members who work in either the private sector or public sector with a legal right to strike, the minimum monthly dues will be an amount equivalent to: (i) 2.5 hours of straight time pay for members working full time paid on an hourly basis, or (ii) 1.44% of gross straight time monthly wages for members paid on a salaried basis and for members employed part-time and paid on an hourly basis.”

[All of the green text in this opinion is actual UAW Constitution language.]

Within the Detroit 3 [GM, Ford and FCA] there have been several different positions regarding the administration of the above UAW Constitution Language, that have given rise to several questions; these are indicated below:

1. Once part time temporaries work 40 hours a month they pay 2.5 hours per month in dues?
2. Part Time temporaries pay 1.44% until they work 40 hours; then they pay 2.5 hours per month in dues?
3. Part time temporaries are paying 2.5 hours per month regardless of the number of hours they work?
4. Part time temporaries are working the same number of hours per week, yet the dues amount they pay varies every month.
5. If I complain about the amount of dues taken from me, I risk being fired; as the Union does not represent me on this matter.

The above examples have come from Local Union Administrators, and from actual Part Time Temporaries.

So... With many opinions on how this is to be administered, and how it is indeed BEING administered. Additionally, in the absence of an Administrative Letter from the current International UAW President. Also, as the matter is void of correct and proper Regional

Director, International Staff positions, or written positions from any self-described candidates. We offer the following explanation and opinion for how this matter ought to be administered without any need for change in UAW Constitution Language:

There are 40 hours per week.

There are 52 weeks per year.

$$40 * 52 = 2080$$

Multiplying those two above numbers yields 2080 hours per year.

There are 12 months in a year.

$$12 / 2080 = 0.005769230769230769 \text{ Rounded} = 0.005769230769230769$$

Divide 2080 by the 12 months in a year and that yields 173.3 hours in the average month.

You may now know that 173.3 is universally used as a calculation for the hours in one month, and referred to in the UAW Constitution as: “gross straight time monthly wages.”

You will find the next calculation very interesting!

Full-time “seniority UAW members” pay dues at the rate of 2.5 hours per month.

$$2.5 / 173.3 = 0.014425851125216336 \text{ Rounded} = 0.014425851125216336$$

As you divide 2.5 hours of dues by 173.3 hours the “gross straight time monthly wages” yields 1.44%, and that is the percentage of dues that any full-time seniority member pays as long as they work a minimum of 40 hours in a calendar month – and their dues are 2.5 hours per month regardless of the number of “absences” or “overtime” hours they may work.

Isn't it interesting that when you actually calculate the dues amount for full time members it is exactly and specifically the same percentage [1.44%] that the UAW Constitution states that the part-time workers are required to pay.

The reason for that is because there is Federal Law that affords equal protection so that you may not create a second class within another class. Thus, ALL members both full time and part-time, must pay exactly and specifically the same percentage, or be in violation of the United States Constitution and applicable case law.

So, the rules for full time members are:

1. They do not pay dues unless they work 40 hours.
2. They pay 1.44% as calculated for a 173.3 month.
3. The dues are capped at 2.5 hours per month, regardless if they work more than 173.3 hours in overtime. [Obviously bonus payments are calculated separately.]

So, because of the Federal Law that effectively requires all members to pay the same percentage of 1.44%, after working a minimum of 40 hours in a calendar month. Then that same percentage and other rules must apply to part time temporary members, and those rules for part-time members are:

1. They do not pay dues unless they work 40 hours.
2. They only pay 1.44% as calculated for all hours worked up to and including 173.3 hours per month.
3. Should the part time members work more than 173.3 hours in a single calendar month, the dues would then be capped at 2.5 hours per month, regardless if they work more than 173.3 hours in overtime. [Obviously bonus payments, if any, are to be calculated separately.]

This should clear up all but one of the original questions at the top of this opinion piece. That question being; "I work the same hours every week. So, why are my dues different every month."

Interestingly enough, the reason for that occurring is because your dues are likely being calculated correctly. Yes, your start day for the month could be anyone of the 7 days of the week, and that will affect the total number of hours you work in a calendar month. Also, most successive months have a different number of days in them from 28 to 31 days. Thus, your actual hours to be calculated for your proper dues at 1.44% will vary from month to month.

Hopefully the explanations in this opinion will clear up any and all of the questions surrounding the proper calculation for dues payments to be paid by part-time members as required by the UAW Constitutional language.

