As in other organizations (churches, clubs, etc.), dues are used to pay operating expenses.

USW dues are:

- 1.45% of total earnings, plus $.02 per hour.
- OR
- A maximum of 2.8 times your average hourly rate, plus $.02 per hour.

You will pay whichever is less.

- Minimum dues are $5.00 per month.
- Initiation fee is waived for newly organized members.

**Example of Weekly Dues**

<table>
<thead>
<tr>
<th>Hourly Rate</th>
<th>Weekly Earning (40 hours)</th>
<th>1.45% of Total Earning</th>
<th>$.02 per hour</th>
<th>Total Weekly Dues</th>
<th>Per Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>$12.00</td>
<td>$480.00</td>
<td>$6.96</td>
<td>$0.80</td>
<td>$7.76</td>
<td>$0.194</td>
</tr>
</tbody>
</table>

Figure your dues:

\[ \frac{\text{your hourly rate}}{X} \times 40 \text{ hours} = \frac{\text{(your weekly earnings)}}{X} \times .0145 = \text{(dues)} + \text{0.80} = \text{(Your weekly dues)} \]

**YOU WILL NOT BE ASKED TO PAY UNION DUES UNTIL YOU AND YOUR CO-WORKERS HAVE NEGOTIATED AND THE MAJORITY HAVE VOTED TO APPROVE YOUR FIRST CONTRACT.**

- The USW dues structure can ONLY be changed at a democratically elected convention of USW members.
- 43% of all your membership dues come back to your local union to conduct your daily local union business.
- 57% of all your membership dues come back to you through the International and District by providing:
  - Technical and support services
  - Education and training

For more information, visit our website at www.usw.org