



## *Utility Workers Union of America, Local 132*

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## **The Quick 411 on Dues**

**In an effort to keep everyone informed here is some quick Q&As on the dues increase:**

### **Q: What is the dues increase for?**

A: The main reason is **to be prepared to fight for our jobs**. While the budget is currently balanced, these layoffs were not something any prior administration prepared for. The cost of arbitrations of this magnitude are high and we do not want a lack of funds to prevent us from putting forth the best defense.

### **Q: I heard you are hiring on more office staff. Is this true?**

A: **The Union office had three full time staff in previous administrations and we want to maintain that**, not add to that. The office staff are vital in making sure grievance paperwork is put together, along with much more. Having only two full time office staff currently creates potential holes. Three has been proven to be a necessity.

### **Q: Is this to give the full time officers a raise?**

A: **No. The full time officers are not asking for raises**. Full stop. Neither are the Regionals, nor the Trustees. On top of that, the only way for any officer to get a raise is for the membership to vote for it.

### **Q: So what will you do if there is left over money from this increase?**

A: The **Defense Fund** could use an increase, we would like to have Regionals **increase base visits** to keep our members informed, we could have room for **more arbitrations**, and if there is still room in the budget maybe even events, swag, and training to bring us back to a sense of pride and unity for 132.

### **Q: Why are you guys spending so much time doing political stuff?**

A: If we save jobs today only for them to be taken due to electrification or decommissioning, we haven't saved jobs, just delayed layoffs. **We want our members to have jobs for decades to come**. Part of the increase will help us fight California's war on natural gas.

### **Q: So my money will go to some politician, and one I may not even agree with?**

A: **Absolutely not**. Your dues cannot go to politicians. If you want to donate to the COPE fund, you can send the National money for that, but that is entirely separate from your union dues.

### **Q: How much of the \$5 per pay period goes to national?**

A: None of that \$5. **It is strictly for your local** to work and fight for you.

### **Q: What about the promised transparency?**

A: We hear you. **We want this to be a step towards what the membership wants from us**. If you like this format, let us know. If you don't, let us know your ideas. We are largely new and are trying different forms of communication and will continue to try until we get it right.

### **Q: What if I have more questions?**

A: **Message UWUA@UWUA132.org or talk to a Shop Steward or call a Regional**. We want to answer your questions. If we get the same question enough it may end up on a future Q&A post.