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9135 15th Place South
Seattle, WA 98108

HAPPY HOLIDAYS
From the Officers and Staff of District 160

# EVERGREEN LEADER

The Voice of I.A.M. & A.W. District 160 in Western Washington and Alaska

Vol. No. 63 December 2024

## Directing Business Representative's Report

# A Look Back on the Many Successes at District 160 in 2024

As we close out the year, it's hard to believe how much progress we've made at District 160. Reflecting on the past year, we've accomplished a great deal and laid the foundation for even greater success ahead.

### Membership Satisfaction Survey

This year, we conducted a membership satisfaction survey—the first in quite some time at District 160. While the results highlighted some bright spots, they also revealed areas for improvement. Engaging with you, our members, remains our highest priority, and your feedback is invaluable. We will follow up with another survey in 2025 to evaluate progress and ensure continued improvements.



*Steve Miller*

### Local Lodge Summit

We hosted our inaugural Local Lodge Summit, bringing all our Locals together for collaborative planning. This marked the first time that our Locals have come together, and we plan to continue these summits twice a year to track progress. The next summit is scheduled for early January, followed by a mid-year gathering. The primary goal is to enhance member engagement and foster collaboration among all Locals.

### Financial Committee

This year, we established our first District financial committee, which diligently reviewed our finances throughout the year. Creating a budget and strategically allocating funds toward priorities like organizing and member engagement is critical. This committee represents a significant step forward for the District.

### Election Wins and Negotiations

In 2023, we celebrated election victories with Trulife and Jacobs. Winning an organizing election is just the beginning—we must also negotiate and approve contracts for these victories to be meaningful for our new members. Despite tough negotiations, I'm pleased to report that both contracts were successfully ratified this year.

### Organizing Successes

On the organizing front, we achieved a win with Multicare in Parkland and are actively working on organizing four additional Multicare units. While management's anti-union efforts present challenges, we remain steadfast in our commitment. Additionally, we brought 50 new members on board from our federal employee organizing efforts.

### Grievances and Contracts

This year, we introduced a quarterly tracking system for grievances to better showcase the work of our Representatives. Our Business Representatives – who have done outstanding work – negotiated 33 contracts, with five still in progress. They also handled 139 grievances, resolving 101 of them with 38 still pending this year. Ten of those grievances have gone to arbitration with two being settled. So far to date the District 160 Reps have secured $282,148.64 in settlements for our members.

### National Convention

We attended the National Convention, where the Committee of the Future highlighted key priorities like member engagement, the LEADS program, and empowering young workers. Many of these initiatives are already underway at District 160, putting us in a strong position for the coming year.

### A Union Built by You

As always, our success depends on you. The union is only as strong as its members. While we strive to create opportunities for your involvement, it's up to you to take part. It's like the old saying: paying union dues but not participating is like buying a gym membership and expecting results without ever going to the gym.

### Looking Ahead

As we enter the new year, I want to wish you all the very best this holiday season. Take time to appreciate what truly matters—your friends and family. Everything we do as a union is to ensure better wages and working conditions so you can care for and spend time with your loved ones.

Union membership embodies family values. No matter who holds office, our principles remain steadfast, and we will continue fighting for what's important to you.




*From left to right: Tony Blevins Asst. Dir. GDA, Ted Taft LL79, Steve Miller DBR, John Gehringer Dist. 160 Pres. LL297, Rosie O'Donnell, Josephine Ulrich LL79, Lanny Ulrich LL79,Brian Bryant International President, Don Zeth LL297, Dan Bassett Dist. 160 VP, LL289, Scott Cronkrite LL282, Russ Gittlen Director GDA.*

# Happy Tails, Happy Trails

## District 160 Supports Life-Changing Work at Guide Dogs of America Banquet

A few highlights from the 43rd Annual William W. Winpisinger Charity Banquet!

IAM members, supporters, and service dog advocates came together for an unforgettable weekend of fundraising, celebration, and recognition for the incredible work of Guide Dogs of America | Tender Loving Canines.

District 160 continues to proudly show our support, this year alone we contributed $19,000 and we hope to keep increasing this number to continue making a difference.

From flannel-themed fun to heartfelt awards, the event was all about changing lives and inspiring hope.

*More banquet photos on page 3.*





*Clockwise from lower left: Josephine Ulrich LL79, Ted Taft LL79, Dan Bassett Dist. 160 VP LL289, Steve Miller DBR, Kristina Detwiler, Patrick Coyle, Scott Cronkrite LL282, John Gehringer Dist. 160 Pres. LL297, Don Zeth LL297, and Lanny Ulrich LL79.*

**Grievance & Unfair Labor Practice Tracker**
*As of December 2024*

| | |
|---|---|
| Cases Filed | 139 |
| Cases Resolved | 108 |
| Arbitration Cases | 10* |
| **Total Awarded** | **$282,148.06** |

**9 of these cases remain open*

### Holiday Office Closures

All District 160 offices will be closed on the following days:

| Winter Holiday Break: | Martin Luther King Jr. Day | Presidents Day: |
|---|---|---|
| Dec. 23-Jan 1 | Jan. 20th | Feb 17th |

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# Local Lodge Meeting Notices

## Lodge 79 - Seattle

**Regular Lodge Meeting** – 5 p.m., 3rd Wednesday, 751 Meeting Hall, 9135 15th Place South, Seattle.

**Executive Board Meeting** – 5:00 p.m., the Monday preceding the regular lodge meeting (3rd Wednesday). District 160 Conference Room, 9135 15th Place South, Seattle.

## Lodge 130 - Everett

**Regular Lodge Meeting**- 5 p.m., 2nd Thursday, Labor Temple, 2810 Lombard, Everett.

## Lodge 282 - Bremerton

**Regular Lodge Meeting** – 5:00 p.m., 3rd Wednesday, 822 Park Avenue, Bremerton.
**Executive Board Meeting** – 5:30 p.m., 3rd Tuesday, 822 Park Avenue, Bremerton
**Local 282 Whidbey Island** – 4:45 p.m., 2nd Wednesday, NAS Whidbey Island.

## Lodge 289 - Seattle

**Regular Lodge Meeting** – 6:30 p.m., 1st Wednesday, 751 Meeting Hall, 9135 15th Place South, Seattle.

**Shop Stewards' Meeting** – 6:00 p.m., 3rd Thursday, District 160 Conference Room, 9135 15th Place South, Seattle.

**Executive Board Meeting** – 5:30 p.m., 1st Wednesday, District 160 Conference Room, 9135 15th Place South, Seattle.

## Lodge 297 - Tacoma

**Regular Lodge Meeting** – 5:00 p.m., 1st Thursday. Meeting location: Tacoma Fire- fighters Hall, 1109 S. 50th Street, Tacoma 98408.

**Executive Board Meeting** – 5:00 p.m., Tuesday preceding the Regular Lodge Meeting (1st Thursday), IBEW Hall, 3049 S. 36th ST #101, Tacoma, WA 98409.

**Retirees' Club Meeting** – All retirees are invited to attend meetings the 3rd Tuesday of the month. 9 am at the Lakewood IHOP at 10005 Lakewood Drive SW 98499. Breakfast starting at 9 am, followed by meeting at 10 am.

## Lodge 695 - Olympia

**Regular Lodge Meeting** – 6:30 p.m., 2nd Wednesday, Labor Temple, 119-1/2 North Capitol Way, Olympia.

## Lodge 1690 - Anchorage

**Regular Lodge Meeting** – 5:30 p.m., 2nd Wednesday at the Union Hall, 701 W. 41st, Suite 102, Anchorage.

## Lodge 2379 - Ferndale

**Regular Lodge Meeting** – 6:30 p.m., 1st Thursday, Lodge office, 2064 Vista Dr., Ferndale.
**Executive Board Meeting** – 5:30 p.m., first Thursday, Lodge office, 2064 Vista Dr., Ferndale.

## District 160 Retirees Club

10:00 a.m., 1st Tuesday,
751 Meeting Hall, 9135 15th Pl. S., Seattle.


## District 160 Officers & Staff

President
John Gehringer

Vice President
Dan Bassett

Secretary-Treasurer
John Decker

Sgt. at Arms
Josephie Ulrich

Trustees
Ted Taft
Dan Morgan
Tom Carroll

Directing Business Representative
Steve Miller

Business Representatives
Luke Ackerson
Zac Collins
Tommy Hunt
Beth Bergeon
Larry Stenseth

Organizer
Melissa Demyan



## Evergreen Leader

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9135 15th Place S., Seattle, WA 98108
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## Thank You From Local Lodge 79

All the officers and executive board members of Local 79 would like to thank everyone who attended meetings throughout the year. Your involvement means so much to us.

We wish you all a safe and joyous holiday season and look forward to seeing you at next year's General Membership meetings. Let's work together to encourage more members to join in! Happy Holidays and a Prosperous New Year!

## In Memoriam

**Local 297**

Doyle Dorsey.....February 2023

# Business Representatives' Reports

**By Tommy Hunt**

In honor of the Annual IAM Guide Dogs of America fundraiser that just took place this past November in Las Vegas, I want to take this opportunity to highlight some of the amazing things this organization does… Again!

### A Pawsitive Impact: Enhancing Lives through Service Dogs

Guide Dogs of America (GDA) and Tender Loving Canines (TLC) are extraordinary organizations transforming lives through the power of service dogs. Established in 1942, GDA provides guide dogs to visually impaired individuals, fostering independence and mobility. These highly trained dogs navigate complex environments and respond to commands, empowering their partners to live confidently.



TLC specializes in training service dogs for individuals with autism, veterans with PTSD, and others facing disabilities. Their dogs perform tasks such as interrupting repetitive behaviors, providing deep pressure therapy, and alerting caregivers to potential dangers. This tailored support enables individuals to manage anxiety, enhance social interactions, and lead more fulfilling lives.

Both organizations rely on dedicated volunteers for puppy raising, socialization, and advanced training. Volunteers play a vital role in shaping puppies into dependable service dogs. Additionally, generous donations cover the costs of breeding, training, and placing these life-changing companions.

### IAM's Commitment to Service Dog Programs

The IAM has been a steadfast supporter of GDA and TLC. IAM members nationwide engage in fundraising events like motorcycle rides and golf tournaments, bolstering community spirit while supporting these critical programs. Union members also volunteer as puppy raisers, ensuring the puppies receive the essential training and care needed to thrive.

This partnership highlights IAM's dedication to improving lives by empowering individuals with disabilities. By supporting GDA and TLC, IAM reinforces its mission to enhance the well-being of working families and their communities.

So, if you know anyone who could use one of these incredibly wonderful dogs… Help them find Guide Dogs of America and Tender Loving Canines at https://www.guidedogsofamerica.org/

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**By Zac Collins**

**Hello Brothers and Sisters,**

I hope everyone had a wonderful summer and that you have all the rain gear you need for the coming season. We've been busy as ever at District 160. I'll touch on some of the activities I've been involved in recently.

Back in October, two representatives from Crown Cork & Seal in Olympia and I took a trip to Winchester, Virginia, for an annual Labor Management meeting. Crown Cork and Seal is a global leader in the manufacture of aluminum beverage containers. The IAM has a national contract with the company, so every year we rotate between the plant locations to have a meeting with corporate leadership. We discussed changes to the medical plans, and updates on production and demand, and had breakout sessions for location-specific issues.



I recently attended trustee training at the International Foundation of Employee Benefit Plans in San Diego. A couple of years ago, I was appointed as one of the union trustees for the Machinists Health and Welfare Trust Fund. This Trust is a Taft-Hartley plan, meaning it has equal representation from both the Union and Employers. This training was highly educational, highlighting the various aspects of being an active and knowledgeable trustee.

We have been negotiating the City of Tacoma Joint Labor agreement since the summer. This agreement covers many different bargaining units represented by several different Unions at the City. It encompasses benefits that apply to all of the represented members. Arguably the most important aspect of the agreement is health and welfare coverage. The city made an effort to save millions of dollars, and unfortunately, this strategy involved cutting benefits for our hardworking members. These cuts directly impact the livelihoods of those who dedicate their time and effort to serving the community. It is disappointing that rather than exploring alternative solutions that could preserve these essential benefits, the city decided to target those who contribute so much. Our members deserve better, and after many months of negotiations with the City, we ultimately reached the deadline for open enrollment without coming to an agreement. As a result, the Joint Labor contract will roll over for one year, and the benefits will remain unchanged.

In recent contract negotiations, we have successfully concluded agreements with a few companies, including Industrial Repair Service in Kent and my previous workplace, Streich Bros Inc. in Tacoma. Both negotiations went smoothly, and I want to extend a special thank you to the Streich Bros bargaining committee members: Bill Berry, Devon Hoover, and Steve Alison, for their hard work. The only remaining open contract that I have for 2024 is with Pierce Transit, which is currently headed to mediation. I will provide an update in the next Evergreen Leader.

I hope everyone enjoys the holidays!

## Retirees

**Local Lodge 282**

Eric Morse .... Puget Sound Naval Shipyard .... 10/19/2024

**Local Lodge 289**

Brad E Jackson.....American President Lines.....9/17/2024
Donald Brown.....SSA Terminals, LLC.....10/25/24

**Local Lodge 297**

Ervin Willoughby ..... City of Tacoma..... 10/14/2024

## Business Representatives' Reports

# Servicing and Negotiations Update

**By Luke Ackerson**

### Jerry Smith Auto Dealerships:

We successfully negotiated a one-year collective bargaining agreement (CBA) for our members at Jerry Smith Auto Dealerships. The new agreement includes a substantial 13% wage increase, which will provide immediate financial relief and recognize the hard work our members contribute. Additionally, the agreement enhances benefits, including an upgraded dental plan and improved longevity pay, ensuring that our members receive greater long-term security.



### Trulife:

Negotiations with Trulife, a machine shop and manufacturing facility in Bellingham, were challenging, to say the least. After 15 months of difficult bargaining, where the employer employed bad-faith tactics and attempted to suppress wages to weaken our bargaining unit, we were finally able to secure a solid first contract. This agreement represents a significant victory, with substantial improvements in key areas. We achieved enhanced health insurance coverage, better wages, expanded overtime provisions, and strengthened seniority protections. These victories were hard-fought, but the results reflect the power of persistence and the collective strength of our members. Despite the prolonged battle, our solidarity carried us through, securing a contract that provides tangible benefits and protection for all members involved.

### APL Grievances:

In the case of APL, this summer we negotiated the settlement of a grievance where the employer had assigned work protected under our CBA to non-union employees. However, the victory was short-lived, as we encountered a similar violation earlier this month. We were quick to file another grievance, emphasizing that this pattern of behavior cannot be tolerated. These recurring issues highlight the importance of vigilance in enforcing our agreements and protecting the rights of our members. Each grievance serves as a reminder that we must remain proactive and ensure that employers respect the terms of our contracts at all times. While we have achieved success in addressing these violations, the need for ongoing monitoring remains crucial to safeguarding our members' rights.

### SSA Grievances:

The relationship with SSA has deteriorated considerably throughout the year, with multiple issues causing tension and frustration. Notably, there have been two wrongful terminations, where employees were unjustly dismissed. In addition to the terminations, we've faced instances of subcontracting protected work, further undermining the integrity of our agreements. To make matters worse, the employer has continuously ignored grievance procedures, leaving our members without the appropriate avenue to resolve their concerns. It's clear that the employer's behavior must be addressed urgently. Our focus in the coming months will be to hold SSA accountable for these violations and re-establish fair treatment and adherence to the grievance process. These actions are vital in ensuring that the rights and dignity of our members are respected.

### Community Transit Supervisors and Instructors:

Negotiations with the Community Transit Supervisors unit have been ongoing for eight months, and progress has been frustratingly slow. The employer's aggressive pursuit of concessions, especially given the broader context of recent negotiations where gains have been the norm, is both surprising and concerning. This shift in tactics requires a more firm and assertive approach from our bargaining team to counteract the employer's attempts to weaken the bargaining position. We remain committed to protecting the gains we've made and ensuring that our members do not suffer from the erosion of their rights and benefits. Our priority in the coming weeks will be to make progress on the most pressing issues and secure a fair and just contract that reflects the hard work and dedication of the Community Transit Supervisors and Instructors.

### Community Transit Vehicle Maintenance:

In previous negotiations, we secured a substantial 20% wage increase over three years for the Community Transit Vehicle Maintenance unit, which helped to correct prior market disparities and bring compensation closer to regional standards. However, despite these significant gains, the employer has once again fallen behind regional market rates. Moreover, with inflation remaining low, our leverage in upcoming talks will be reduced, posing a challenge in securing further wage increases. Despite these challenges, we remain committed to continuing negotiations and ensuring that our members at Community Transit Vehicle Maintenance are fairly compensated for their work.

**By Beth Bergeon**

What should you do when your employer is playing hardball? They may be doing just enough to avoid facing serious charges but not enough to engage in meaningful negotiations.



Has this ever happened to you during contract negotiations? Unfortunately, it's more common than you might think. We partner with numerous companies in a positive collaboration every day, but what about those that don't? What can we do to encourage these companies to offer us a fair contract?

Of course, there are legal processes we can consider if we can prove an unfair labour practice through PERC or the NLRB. However, beyond that, how can we motivate the company to negotiate with us? It all begins with the people working on the floor and cultivating a sense of solidarity. If a company believes it can divide the workforce, we must ask ourselves: do we still have the power, or has the company taken that power away?

Sometimes the company may make a statement to the members that, while untrue, resonates just enough to turn into a rumour, causing members to turn against each other instead of standing united. It takes very little coordinated effort to shift the power back to the members. Imagine the impact of everyone wearing the same colored shirt on negotiation day. It sends a strong message to the company and its management: WE ARE ONE!!

For too long, many members have felt they wield less power than they truly do. They've viewed "the union" membership simply as an insurance policy for potential defence in case of disputes. In essence, the members were buying a service, but not buying into being the Union. OUR union should serve the interests of its members and strengthen its collective bargaining power by supporting and empowering members to lead from where they are.

I encourage every one of you to organize some event within your shop to show solidarity. It could be a showy Union BBQ or something very simple like every Union member backing their cars in next to one another. Send a message - you have the power!!

I'd like to end my article with a member profile:

### Member Profile

**Jason Andrews RN,**
**MultiCare Parkland OCED**

21 years in the Healthcare industry.
In his spare time he likes to hike, tinker in his shop with wood and metal.
Jason is also a member of the negotiation team for their first contract.
Emergency care
Noisy, chaotic, healing
Treat, street, repeat



---

**By Larry Stenseth**

**Greetings Sisters and Brothers,**

2024 has been a great year for labor, marked by several high-profile victories:

- Auto Workers
- Boeing
- Longshoremen



I want to tip my hat to everyone who stood together to achieve fair contracts.

District 160 celebrated a recent win at Lake Union Drydock. The Puget Sound Metal Trades Council successfully negotiated record wage increases, a testament to the power of solidarity. I would also like to take a moment to recognize Nick Parke, the Machinist Steward at that shop. Good job, Nick—thank you for your hard work!

Another noteworthy success involves Fleet and Family Readiness, a non-appropriated fund contract with 600 bargaining unit employees located at Bangor, Bremerton, and Whidbey Island. A year ago, this group had only a handful of members and no Stewards. Then, three non-union employees contacted me about an issue I was able to resolve to their satisfaction. One of those employees, Tabitha Harold, expressed interest in joining and becoming a Steward.

Tabitha has done a remarkable job representing and organizing. She has been instrumental in establishing a union presence and building trust with the people we represent. Thank you, Tabitha, for your dedication and leadership!

Anyone who has served as a Shop Steward understands the challenges of the role. It requires commitment and a genuine desire to serve for the right reasons. To all who take on this responsibility: you have my utmost respect and appreciation.

**Thank you all.**
**In Solidarity.**

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# Photos from the 43rd Annual William W. Winpisinger Charity Banquet

For more photos and the article, see page one.



*Dist. 160 DBR Steve Miller addresses the banquet attendees.*



*John Gehringer, Dist. 160 President LL297, also speaks at the gathering.*

# IAM DISTRICT 160

## 2025 DUES STRUCTURE - HOURLY RATES AS OF AUGUST 31, 2024

**Any hourly wage above the listed chart, please contact the Dues Office for the monthly dues amount.**

**For questions, please contact your District Lodge office listed below.**

Seattle/Ferndale/Tacoma/Bremerton – 9135 15th Place South, Seattle, WA 98108 206-762-7990 toll free – 1-800-562-7031

Anchorage Office – 701 W 41st, Suite 102, Anchorage, AK 99503 – 907-338-7180

### LOCAL 79

| Those Earning: | Dues |
|---|---|
| $57.51 to $58.00 | $163.50 |
| $57.01 to $57.50 | $162.25 |
| $56.51 to $57.00 | $161.00 |
| $56.01 to $56.50 | $159.75 |
| $55.51 to $56.00 | $158.50 |
| $55.01 to $55.50 | $157.25 |
| $54.51 to $55.00 | $156.00 |
| $54.01 to $54.50 | $154.75 |
| $53.51 to $54.00 | $153.50 |
| $53.01 to $53.50 | $152.25 |
| $52.51 to $53.00 | $151.00 |
| $52.01 to $52.50 | $149.75 |
| $51.51 to $52.00 | $148.50 |
| $51.01 to $51.50 | $147.25 |
| $50.51 to $51.00 | $146.00 |
| $50.01 to $50.50 | $144.75 |
| $49.51 to $50.00 | $143.50 |
| $49.01 to $49.50 | $142.25 |
| $48.51 to $49.00 | $141.00 |
| $48.01 to $48.50 | $139.75 |
| $47.51 to $48.00 | $138.50 |
| $47.01 to $47.50 | $137.25 |
| $46.51 to $47.00 | $136.00 |
| $46.01 to $46.50 | $134.75 |
| $45.51 to $46.00 | $133.50 |
| $45.01 to $45.50 | $132.25 |
| $44.51 to $45.00 | $131.00 |
| $44.01 to $44.50 | $129.75 |
| $43.51 to $44.00 | $128.50 |
| $43.01 to $43.50 | $127.25 |
| $42.51 to $43.00 | $126.00 |
| $42.01 to $42.50 | $124.75 |
| $41.51 to $42.00 | $123.50 |
| $41.01 to $41.50 | $122.25 |
| $40.51 to $41.00 | $121.00 |
| $40.01 to $40.50 | $119.75 |
| $39.51 to $40.00 | $118.50 |
| $39.01 to $39.50 | $117.25 |
| $38.51 to $39.00 | $116.00 |
| $38.01 to $38.50 | $114.75 |
| $37.51 to $38.00 | $113.50 |
| $37.01 to $37.50 | $112.25 |
| $36.51 to $37.00 | $111.00 |
| $36.01 to $36.50 | $109.75 |
| $35.51 to $36.00 | $108.50 |
| $35.01 to $35.50 | $107.25 |
| $34.51 to $35.00 | $106.00 |
| $34.01 to $34.50 | $104.75 |
| $33.51 to $34.00 | $103.50 |
| $33.01 to $33.50 | $102.25 |
| $32.51 to $33.00 | $101.00 |
| $32.01 to $32.50 | $99.75 |
| $31.51 to $32.00 | $98.50 |
| $31.01 to $31.50 | $97.25 |
| $30.51 to $31.00 | $96.00 |
| $30.01 to $30.50 | $94.75 |
| $29.51 to $30.00 | $93.50 |
| $29.01 to $29.50 | $92.25 |
| $28.51 to $29.00 | $91.00 |
| $28.01 to $28.50 | $89.75 |
| $27.51 to $28.00 | $88.50 |
| $27.01 to $27.50 | $87.25 |
| $26.51 to $27.00 | $86.00 |
| $26.01 to $26.50 | $84.75 |
| $25.51 to $26.00 | $83.50 |
| $25.01 to $25.50 | $82.25 |
| $24.51 to $25.00 | $81.00 |
| $24.01 to $24.50 | $79.75 |
| $23.51 to $24.00 | $78.50 |
| $23.01 to $23.50 | $77.25 |
| $22.51 to $23.00 | $76.00 |
| $22.01 to $22.50 | $74.75 |
| $21.51 to $22.00 | $73.50 |
| $21.01 to $21.50 | $72.25 |
| $20.51 to $21.00 | $71.00 |
| $20.01 to $20.50 | $69.75 |
| $19.51 to $20.00 | $68.50 |
| $19.01 to $19.50 | $67.25 |
| $18.51 to $19.00 | $66.00 |
| $18.01 to $18.50 | $64.75 |
| $17.61 to $18.00 | $63.50 |
| $17.60 and below | $62.50 |

### LOCAL 130

| Those Earning: | Dues |
|---|---|
| $44.51 to $45.00 | $134.00 |
| $44.01 to $44.50 | $132.75 |
| $43.51 to $44.00 | $131.50 |
| $43.01 to $43.50 | $130.25 |
| $42.51 to $43.00 | $129.00 |
| $42.01 to $42.50 | $127.75 |
| $41.51 to $42.00 | $126.50 |
| $41.01 to $41.50 | $125.25 |
| $40.51 to $41.00 | $124.00 |
| $40.01 to $40.50 | $122.75 |
| $39.51 to $40.00 | $121.50 |
| $39.01 to $39.50 | $120.25 |
| $38.51 to $39.00 | $119.00 |
| $38.01 to $38.50 | $117.75 |
| $37.51 to $38.00 | $116.50 |
| $37.01 to $37.50 | $115.25 |
| $36.51 to $37.00 | $114.00 |
| $36.01 to $36.50 | $112.75 |
| $35.51 to $36.00 | $111.50 |
| $35.01 to $35.50 | $110.25 |
| $34.51 to $35.00 | $109.00 |
| $34.01 to $34.50 | $107.75 |
| $33.51 to $34.00 | $106.50 |
| $33.01 to $33.50 | $105.25 |
| $32.51 to $33.00 | $104.00 |

*Continued next column*

### LOCAL 130 Con't

| Those Earning: | Dues |
|---|---|
| $32.01 to $32.50 | $102.75 |
| $31.51 to $32.00 | $101.50 |
| $31.01 to $31.50 | $100.25 |
| $30.51 to $31.00 | $99.00 |
| $30.01 to $30.50 | $97.75 |
| $29.51 to $30.00 | $96.50 |
| $29.01 to $29.50 | $95.25 |
| $28.51 to $29.00 | $94.00 |
| $28.01 to $28.50 | $92.75 |
| $27.51 to $28.00 | $91.50 |
| $27.01 to $27.50 | $90.25 |
| $26.51 to $27.00 | $89.00 |
| $26.01 to $26.50 | $87.75 |
| $25.51 to $26.00 | $86.50 |
| $25.01 to $25.50 | $85.25 |
| $24.51 to $25.00 | $84.00 |
| $24.01 to $24.50 | $82.75 |
| $23.51 to $24.00 | $81.50 |
| $23.01 to $23.50 | $80.25 |
| $22.51 to $23.00 | $79.00 |
| $22.01 to $22.50 | $77.75 |
| $21.51 to $22.00 | $76.50 |
| $21.01 to $21.50 | $75.25 |
| $20.51 to $21.00 | $74.00 |
| $20.01 to $20.50 | $72.75 |
| $19.51 to $20.00 | $71.50 |
| $19.01 to $19.50 | $70.25 |
| $18.51 to $19.00 | $69.00 |
| $18.01 to $18.50 | $67.75 |
| $17.61 to $18.00 | $66.50 |
| $17.60 and below | $65.50 |

### LOCAL 282

| Those Earning: | Dues |
|---|---|
| $62.01 to $62.50 | $179.75 |
| $61.51 to $62.00 | $178.50 |
| $61.01 to $61.50 | $177.25 |
| $60.51 to $61.00 | $176.00 |
| $60.01 to $60.50 | $174.75 |
| $59.51 to $60.00 | $173.50 |
| $59.01 to $59.50 | $172.25 |
| $58.51 to $59.00 | $171.00 |
| $58.01 to $58.50 | $169.75 |
| $57.51 to $58.00 | $168.50 |
| $57.01 to $57.50 | $167.25 |
| $56.51 to $57.00 | $166.00 |
| $56.01 to $56.50 | $164.75 |
| $55.51 to $56.00 | $163.50 |
| $55.01 to $55.50 | $162.25 |
| $54.51 to $55.00 | $161.00 |
| $54.01 to $54.50 | $159.75 |
| $53.51 to $54.00 | $158.50 |
| $53.01 to $53.50 | $157.25 |
| $52.51 to $53.00 | $156.00 |
| $52.01 to $52.50 | $154.75 |
| $51.51 to $52.00 | $153.50 |
| $51.01 to $51.50 | $152.25 |
| $50.51 to $51.00 | $151.00 |
| $50.01 to $50.50 | $149.75 |
| $49.51 to $50.00 | $148.50 |
| $49.01 to $49.50 | $147.25 |
| $48.51 to $49.00 | $146.00 |
| $48.01 to $48.50 | $144.75 |
| $47.51 to $48.00 | $143.50 |
| $47.01 to $47.50 | $142.25 |
| $46.51 to $47.00 | $141.00 |
| $46.01 to $46.50 | $139.75 |
| $45.51 to $46.00 | $138.50 |
| $45.01 to $45.50 | $137.25 |
| $44.51 to $45.00 | $136.00 |
| $44.01 to $44.50 | $134.75 |
| $43.51 to $44.00 | $133.50 |
| $43.01 to $43.50 | $132.25 |
| $42.51 to $43.00 | $131.00 |
| $42.01 to $42.50 | $129.75 |
| $41.51 to $42.00 | $128.50 |
| $41.01 to $41.50 | $127.25 |
| $40.51 to $41.00 | $126.00 |
| $40.01 to $40.50 | $124.75 |
| $39.51 to $40.00 | $123.50 |
| $39.01 to $39.50 | $122.25 |
| $38.51 to $39.00 | $121.00 |
| $38.01 to $38.50 | $119.75 |
| $37.51 to $38.00 | $118.50 |
| $37.01 to $37.50 | $117.25 |
| $36.51 to $37.00 | $116.00 |
| $36.01 to $36.50 | $114.75 |
| $35.51 to $36.00 | $113.50 |
| $35.01 to $35.50 | $112.25 |
| $34.51 to $35.00 | $111.00 |
| $34.01 to $34.50 | $109.75 |
| $33.51 to $34.00 | $108.50 |
| $33.01 to $33.50 | $107.25 |
| $32.51 to $33.00 | $106.00 |
| $32.01 to $32.50 | $104.75 |
| $31.51 to $32.00 | $103.50 |
| $31.01 to $31.50 | $102.25 |
| $30.51 to $31.00 | $101.00 |
| $30.01 to $30.50 | $99.75 |
| $29.51 to $30.00 | $98.50 |
| $29.01 to $29.50 | $97.25 |
| $28.51 to $29.00 | $96.00 |
| $28.01 to $28.50 | $94.75 |
| $27.51 to $28.00 | $93.50 |
| $27.01 to $27.50 | $92.25 |
| $26.51 to $27.00 | $91.00 |
| $26.01 to $26.50 | $89.75 |
| $25.51 to $26.00 | $88.50 |

*Continued next column*

### LOCAL 282 Con't

| Those Earning: | Dues |
|---|---|
| $25.01 to $25.50 | $87.25 |
| $24.51 to $25.00 | $86.00 |
| $24.01 to $24.50 | $84.75 |
| $23.51 to $24.00 | $83.50 |
| $23.01 to $23.50 | $82.25 |
| $22.51 to $23.00 | $81.00 |
| $22.01 to $22.50 | $79.75 |
| $21.51 to $22.00 | $78.50 |
| $21.01 to $21.50 | $77.25 |
| $20.51 to $21.00 | $76.00 |
| $20.01 to $20.50 | $74.75 |
| $19.51 to $20.00 | $73.50 |
| $19.01 to $19.50 | $72.25 |
| $18.51 to $19.00 | $71.00 |
| $18.01 to $18.50 | $69.75 |
| $17.61 to $18.00 | $68.50 |
| $17.60 and below | $67.50 |

### LOCAL 289

| Those Earning: | Dues |
|---|---|
| $62.01 to $62.50 | $180.75 |
| $61.51 to $62.00 | $179.50 |
| $61.01 to $61.50 | $178.25 |
| $60.51 to $61.00 | $177.00 |
| $60.01 to $60.50 | $175.75 |
| $59.51 to $60.00 | $174.50 |
| $59.01 to $59.50 | $173.25 |
| $58.51 to $59.00 | $172.00 |
| $58.01 to $58.50 | $170.75 |
| $57.51 to $58.00 | $169.50 |
| $57.01 to $57.50 | $168.25 |
| $56.51 to $57.00 | $167.00 |
| $56.01 to $56.50 | $165.75 |
| $55.51 to $56.00 | $164.50 |
| $55.01 to $55.50 | $163.25 |
| $54.51 to $55.00 | $162.00 |
| $54.01 to $54.50 | $160.75 |
| $53.51 to $54.00 | $159.50 |
| $53.01 to $53.50 | $158.25 |
| $52.51 to $53.00 | $157.00 |
| $52.01 to $52.50 | $155.75 |
| $51.51 to $52.00 | $154.50 |
| $51.01 to $51.50 | $153.25 |
| $50.51 to $51.00 | $152.00 |
| $50.01 to $50.50 | $150.75 |
| $49.51 to $50.00 | $149.50 |
| $49.01 to $49.50 | $148.25 |
| $48.51 to $49.00 | $147.00 |
| $48.01 to $48.50 | $145.75 |
| $47.51 to $48.00 | $144.50 |
| $47.01 to $47.50 | $143.25 |
| $46.51 to $47.00 | $142.00 |
| $46.01 to $46.50 | $140.75 |
| $45.51 to $46.00 | $139.50 |
| $45.01 to $45.50 | $138.25 |
| $44.51 to $45.00 | $137.00 |
| $44.01 to $44.50 | $135.75 |
| $43.51 to $44.00 | $134.50 |
| $43.01 to $43.50 | $133.25 |
| $42.51 to $43.00 | $132.00 |
| $42.01 to $42.50 | $130.75 |
| $41.51 to $42.00 | $129.50 |
| $41.01 to $41.50 | $128.25 |
| $40.51 to $41.00 | $127.00 |
| $40.01 to $40.50 | $125.75 |
| $39.51 to $40.00 | $124.50 |
| $39.01 to $39.50 | $123.25 |
| $38.51 to $39.00 | $122.00 |
| $38.01 to $38.50 | $120.75 |
| $37.51 to $38.00 | $119.50 |
| $37.01 to $37.50 | $118.25 |
| $36.51 to $37.00 | $117.00 |
| $36.01 to $36.50 | $115.75 |
| $35.51 to $36.00 | $114.50 |
| $35.01 to $35.50 | $113.25 |
| $34.51 to $35.00 | $112.00 |
| $34.01 to $34.50 | $110.75 |
| $33.51 to $34.00 | $109.50 |
| $33.01 to $33.50 | $108.25 |
| $32.51 to $33.00 | $107.00 |
| $32.01 to $32.50 | $105.75 |
| $31.51 to $32.00 | $104.50 |
| $31.01 to $31.50 | $103.25 |
| $30.51 to $31.00 | $102.00 |
| $30.01 to $30.50 | $100.75 |
| $29.51 to $30.00 | $99.50 |
| $29.01 to $29.50 | $98.25 |
| $28.51 to $29.00 | $97.00 |
| $28.01 to $28.50 | $95.75 |
| $27.51 to $28.00 | $94.50 |
| $27.01 to $27.50 | $93.25 |
| $26.51 to $27.00 | $92.00 |
| $26.01 to $26.50 | $90.75 |
| $25.51 to $26.00 | $89.50 |
| $25.01 to $25.50 | $88.25 |
| $24.51 to $25.00 | $87.00 |
| $24.01 to $24.50 | $85.75 |
| $23.51 to $24.00 | $84.50 |
| $23.01 to $23.50 | $83.25 |
| $22.51 to $23.00 | $82.00 |
| $22.01 to $22.50 | $80.75 |
| $21.51 to $22.00 | $79.50 |
| $21.01 to $21.50 | $78.25 |
| $20.51 to $21.00 | $77.00 |
| $20.01 to $20.50 | $75.75 |
| $19.51 to $20.00 | $74.50 |
| $19.01 to $19.50 | $73.25 |
| $18.51 to $19.00 | $72.00 |
| $18.01 to $18.50 | $70.75 |
| $17.61 to $18.00 | $69.50 |
| $17.60 and below | $68.50 |

### LOCAL 297

| Those Earning: | Dues |
|---|---|
| $59.51 to $60.00 | $174.50 |
| $59.01 to $59.50 | $173.25 |
| $58.51 to $59.00 | $172.00 |
| $58.01 to $58.50 | $170.75 |
| $57.51 to $58.00 | $169.50 |
| $57.01 to $57.50 | $168.25 |
| $56.51 to $57.00 | $167.00 |
| $56.01 to $56.50 | $165.75 |
| $55.51 to $56.00 | $164.50 |
| $55.01 to $55.50 | $163.25 |
| $54.51 to $55.00 | $162.00 |
| $54.01 to $54.50 | $160.75 |
| $53.51 to $54.00 | $159.50 |
| $53.01 to $53.50 | $158.25 |
| $52.51 to $53.00 | $157.00 |
| $52.01 to $52.50 | $155.75 |
| $51.51 to $52.00 | $154.50 |
| $51.01 to $51.50 | $153.25 |
| $50.51 to $51.00 | $152.00 |
| $50.01 to $50.50 | $150.75 |
| $49.51 to $50.00 | $149.50 |
| $49.01 to $49.50 | $148.25 |
| $48.51 to $49.00 | $147.00 |
| $48.01 to $48.50 | $145.75 |
| $47.51 to $48.00 | $144.50 |
| $47.01 to $47.50 | $143.25 |
| $46.51 to $47.00 | $142.00 |
| $46.01 to $46.50 | $140.75 |
| $45.51 to $46.00 | $139.50 |
| $45.01 to $45.50 | $138.25 |
| $44.51 to $45.00 | $137.00 |
| $44.01 to $44.50 | $135.75 |
| $43.51 to $44.00 | $134.50 |
| $43.01 to $43.50 | $133.25 |
| $42.51 to $43.00 | $132.00 |
| $42.01 to $42.50 | $130.75 |
| $41.51 to $42.00 | $129.50 |
| $41.01 to $41.50 | $128.25 |
| $40.51 to $41.00 | $127.00 |
| $40.01 to $40.50 | $125.75 |
| $39.51 to $40.00 | $124.50 |
| $39.01 to $39.50 | $123.25 |
| $38.51 to $39.00 | $122.00 |
| $38.01 to $38.50 | $120.75 |
| $37.51 to $38.00 | $119.50 |
| $37.01 to $37.50 | $118.25 |
| $36.51 to $37.00 | $117.00 |
| $36.01 to $36.50 | $115.75 |
| $35.51 to $36.00 | $114.50 |
| $35.01 to $35.50 | $113.25 |
| $34.51 to $35.00 | $112.00 |
| $34.01 to $34.50 | $110.75 |
| $33.51 to $34.00 | $109.50 |
| $33.01 to $33.50 | $108.25 |
| $32.51 to $33.00 | $107.00 |
| $32.01 to $32.50 | $105.75 |
| $31.51 to $32.00 | $104.50 |
| $31.01 to $31.50 | $103.25 |
| $30.51 to $31.00 | $102.00 |
| $30.01 to $30.50 | $100.75 |
| $29.51 to $30.00 | $99.50 |
| $29.01 to $29.50 | $98.25 |
| $28.51 to $29.00 | $97.00 |
| $28.01 to $28.50 | $95.75 |
| $27.51 to $28.00 | $94.50 |
| $27.01 to $27.50 | $93.25 |
| $26.51 to $27.00 | $92.00 |
| $26.01 to $26.50 | $90.75 |
| $25.51 to $26.00 | $89.50 |
| $25.01 to $25.50 | $88.25 |
| $24.51 to $25.00 | $87.00 |
| $24.01 to $24.50 | $85.75 |
| $23.51 to $24.00 | $84.50 |
| $23.01 to $23.50 | $83.25 |
| $22.51 to $23.00 | $82.00 |
| $22.01 to $22.50 | $80.75 |
| $21.51 to $22.00 | $79.50 |
| $21.01 to $21.50 | $78.25 |
| $20.51 to $21.00 | $77.00 |
| $20.01 to $20.50 | $75.75 |
| $19.51 to $20.00 | $74.50 |
| $19.01 to $19.50 | $73.25 |
| $18.51 to $19.00 | $72.00 |
| $18.01 to $18.50 | $70.75 |
| $17.61 to $18.00 | $69.50 |
| $17.60 and below | $68.50 |

### LOCAL 695

| Those Earning: | Dues |
|---|---|
| $38.51 to $39.00 | $121.00 |
| $38.01 to $38.50 | $119.75 |
| $37.51 to $38.00 | $118.50 |
| $37.01 to $37.50 | $117.25 |
| $36.51 to $37.00 | $116.00 |
| $36.01 to $36.50 | $114.75 |
| $35.51 to $36.00 | $113.50 |
| $35.01 to $35.50 | $112.25 |
| $34.51 to $35.00 | $111.00 |
| $34.01 to $34.50 | $109.75 |
| $33.51 to $34.00 | $108.50 |
| $33.01 to $33.50 | $107.25 |
| $32.51 to $33.00 | $106.00 |
| $32.01 to $32.50 | $104.75 |
| $31.51 to $32.00 | $103.50 |
| $31.01 to $31.50 | $102.25 |
| $30.51 to $31.00 | $101.00 |
| $30.01 to $30.50 | $99.75 |
| $29.51 to $30.00 | $98.50 |
| $29.01 to $29.50 | $97.25 |
| $28.51 to $29.00 | $96.00 |
| $28.01 to $28.50 | $94.75 |
| $27.51 to $28.00 | $93.50 |

*Continued next column*

### LOCAL 695 Con't

| Those Earning: | Dues |
|---|---|
| $27.01 to $27.50 | $92.25 |
| $26.51 to $27.00 | $91.00 |
| $26.01 to $26.50 | $89.75 |
| $25.51 to $26.00 | $88.50 |
| $25.01 to $25.50 | $87.25 |
| $24.51 to $25.00 | $86.00 |
| $24.01 to $24.50 | $84.75 |
| $23.51 to $24.00 | $83.50 |
| $23.01 to $23.50 | $82.25 |
| $22.51 to $23.00 | $81.00 |
| $22.01 to $22.50 | $79.75 |
| $21.51 to $22.00 | $78.50 |
| $21.01 to $21.50 | $77.25 |
| $20.51 to $21.00 | $76.00 |
| $20.01 to $20.50 | $74.75 |
| $19.51 to $20.00 | $73.50 |
| $19.01 to $19.50 | $72.25 |
| $18.51 to $19.00 | $71.00 |
| $18.01 to $18.50 | $69.75 |
| $17.61 to $18.00 | $68.50 |
| $17.60 and below | $67.50 |

### LOCAL 1690

| Those Earning: | Dues |
|---|---|
| $38.01 to $38.50 | $116.75 |
| $37.51 to $38.00 | $115.50 |
| $37.01 to $37.50 | $114.25 |
| $36.51 to $37.00 | $113.00 |
| $36.01 to $36.50 | $111.75 |
| $35.51 to $36.00 | $110.50 |
| $35.01 to $35.50 | $109.25 |
| $34.51 to $35.00 | $108.00 |
| $34.01 to $34.50 | $106.75 |
| $33.51 to $34.00 | $105.50 |
| $33.01 to $33.50 | $104.25 |
| $32.51 to $33.00 | $103.00 |
| $32.01 to $32.50 | $101.75 |
| $31.51 to $32.00 | $100.50 |
| $31.01 to $31.50 | $99.25 |
| $30.51 to $31.00 | $98.00 |
| $30.01 to $30.50 | $96.75 |
| $29.51 to $30.00 | $95.50 |
| $29.01 to $29.50 | $94.25 |
| $28.51 to $29.00 | $93.00 |
| $28.01 to $28.50 | $91.75 |
| $27.51 to $28.00 | $90.50 |
| $27.01 to $27.50 | $89.25 |
| $26.51 to $27.00 | $88.00 |
| $26.01 to $26.50 | $86.75 |
| $25.51 to $26.00 | $85.50 |
| $25.01 to $25.50 | $84.25 |
| $24.51 to $25.00 | $83.00 |
| $24.01 to $24.50 | $81.75 |
| $23.51 to $24.00 | $80.50 |
| $23.01 to $23.50 | $79.25 |
| $22.51 to $23.00 | $78.00 |
| $22.01 to $22.50 | $76.75 |
| $21.51 to $22.00 | $75.50 |
| $21.01 to $21.50 | $74.25 |
| $20.51 to $21.00 | $73.00 |
| $20.01 to $20.50 | $71.75 |
| $19.51 to $20.00 | $70.50 |
| $19.01 to $19.50 | $69.25 |
| $18.51 to $19.00 | $68.00 |
| $18.01 to $18.50 | $66.75 |
| $17.61 to $18.00 | $65.50 |
| $15.01 to $17.60 | $63.50 |
| $15.00 and below | $60.50 |

### LOCAL 2379

| Those Earning: | Dues |
|---|---|
| $62.01 to $62.50 | $179.75 |
| $61.51 to $62.00 | $178.50 |
| $61.01 to $61.50 | $177.25 |
| $60.51 to $61.00 | $176.00 |
| $60.01 to $60.50 | $174.75 |
| $59.51 to $60.00 | $173.50 |
| $59.01 to $59.50 | $172.25 |
| $58.51 to $59.00 | $171.00 |

*Continued next column*

### LOCAL 2379 Con't

| Those Earning: | Dues |
|---|---|
| $58.01 to $58.50 | $169.75 |
| $57.51 to $58.00 | $168.50 |
| $57.01 to $57.50 | $167.25 |
| $56.51 to $57.00 | $166.00 |
| $56.01 to $56.50 | $164.75 |
| $55.51 to $56.00 | $163.50 |
| $55.01 to $55.50 | $162.25 |
| $54.51 to $55.00 | $161.00 |
| $54.01 to $54.50 | $159.75 |
| $53.51 to $54.00 | $158.50 |
| $53.01 to $53.50 | $157.25 |
| $52.51 to $53.00 | $156.00 |
| $52.01 to $52.50 | $154.75 |
| $51.51 to $52.00 | $153.50 |
| $51.01 to $51.50 | $152.25 |
| $50.51 to $51.00 | $151.00 |
| $50.01 to $50.50 | $149.75 |
| $49.51 to $50.00 | $148.50 |
| $49.01 to $49.50 | $147.25 |
| $48.51 to $49.00 | $146.00 |
| $48.01 to $48.50 | $144.75 |
| $47.51 to $48.00 | $143.50 |
| $47.01 to $47.50 | $142.25 |
| $46.51 to $47.00 | $141.00 |
| $46.01 to $46.50 | $139.75 |
| $45.51 to $46.00 | $138.50 |
| $45.01 to $45.50 | $137.25 |
| $44.51 to $45.00 | $136.00 |
| $44.01 to $44.50 | $134.75 |
| $43.51 to $44.00 | $133.50 |
| $43.01 to $43.50 | $132.25 |
| $42.51 to $43.00 | $131.00 |
| $42.01 to $42.50 | $129.75 |
| $41.51 to $42.00 | $128.50 |
| $41.01 to $41.50 | $127.25 |
| $40.51 to $41.00 | $126.00 |
| $40.01 to $40.50 | $124.75 |
| $39.51 to $40.00 | $123.50 |
| $39.01 to $39.50 | $122.25 |
| $38.51 to $39.00 | $121.00 |
| $38.01 to $38.50 | $119.75 |
| $37.51 to $38.00 | $118.50 |
| $37.01 to $37.50 | $117.25 |
| $36.51 to $37.00 | $116.00 |
| $36.01 to $36.50 | $114.75 |
| $35.51 to $36.00 | $113.50 |
| $35.01 to $35.50 | $112.25 |
| $34.51 to $35.00 | $111.00 |
| $34.01 to $34.50 | $109.75 |
| $33.51 to $34.00 | $108.50 |
| $33.01 to $33.50 | $107.25 |
| $32.51 to $33.00 | $106.00 |
| $32.01 to $32.50 | $104.75 |
| $31.51 to $32.00 | $103.50 |
| $31.01 to $31.50 | $102.25 |
| $30.51 to $31.00 | $101.00 |
| $30.01 to $30.50 | $99.75 |
| $29.51 to $30.00 | $98.50 |
| $29.01 to $29.50 | $97.25 |
| $28.51 to $29.00 | $96.00 |
| $28.01 to $28.50 | $94.75 |
| $27.51 to $28.00 | $93.50 |
| $27.01 to $27.50 | $92.25 |
| $26.51 to $27.00 | $91.00 |
| $26.01 to $26.50 | $89.75 |
| $25.51 to $26.00 | $88.50 |
| $25.01 to $25.50 | $87.25 |
| $24.51 to $25.00 | $86.00 |
| $24.01 to $24.50 | $84.75 |
| $23.51 to $24.00 | $83.50 |
| $23.01 to $23.50 | $82.25 |
| $22.51 to $23.00 | $81.00 |
| $22.01 to $22.50 | $79.75 |
| $21.51 to $22.00 | $78.50 |
| $21.01 to $21.50 | $77.25 |
| $20.51 to $21.00 | $76.00 |
| $20.01 to $20.50 | $74.75 |
| $19.51 to $20.00 | $73.50 |
| $19.01 to $19.50 | $72.25 |
| $18.51 to $19.00 | $71.00 |
| $18.01 to $18.50 | $69.75 |
| $17.61 to $18.00 | $68.50 |
| $17.60 and below | $67.50 |

## ALL LODGES

**OUT OF WORK DUES:**

$3.00 per month

**INITIATION FEE:**

Shall be equal to three (3) months dues.

**REINSTATEMENT FEE:**

Shall be equal to five (5) months dues.

## PLEASE REMEMBER

You are responsible for monthly dues, whether you self pay or have payroll deduction by your company. Dues are due in the current month. If your dues are not paid within a two-month time period you will be considered delinquent and a reinstatement fee will be assessed. If you are on lay-off or sick leave you may be eligible for out-of-work dues or need to take a withdrawal card. If you are out of work for any reason, your company does not pay your dues to the Union.

**FOR QUESTIONS, PLEASE CONTACT YOUR DISTRICT LODGE OFFICE LISTED ABOVE.**