

What are our dues used for?

CWA convention delegates elected by their coworkers decide how the union's money will be spent. Here are just some of the benefits our dues help provide:

- **Negotiation of contracts to improve our wages, benefits and other terms and conditions by which we work. Our 200 field staff, with expertise in collective bargaining, are assigned to 50 international union offices in the United States and Canada.**
- **Mobilization of our members and the public to support our goals in bargaining, legislation, workplace problem solving, organizing, and community action.**
- **Enforcement of contracts and handling of grievances, including legal fees and the cost of arbitration and, in the public sector, civil service proceedings.**
- **Educational programs and publications for union officers, stewards, and members.**
- **Research on employers' benefit plans and finances, to help us prepare for bargaining and to protect our interests during the life of our contracts.**
- **Lobbying for legislation at the local, state, and national level to help working people.**
- **Programs to provide safe and healthful workplaces and to address the problems caused by job pressures and new technology.**
- **Programs for creating equal opportunity for all workers regardless of race, age, sex, or national origin.**
- **Organizing to help new members join CWA.**
- **Public relations to improve public understanding of our jobs and our union.**

CWA regularly publishes detailed financial statements and reports showing how much money was collected and how it was spent. CWA finances are open for inspection by any member.

Who decides how much dues we pay?

Local union dues are established by the members in each Local. To insure that our Locals remain strong and effective, convention delegates have mandated that local union dues cannot be less than 0.7 percent (7/10 of one percent) of monthly wages. out of this money, fifty cents per member per month is set aside in our Defense Fund. In addition, delegates established a special CWA Members' Relief Fund (for those members who have the right to strike), and allocated 0.15 percent dues for the purpose of providing assistance to striking members.