



Before you make a choice – do the math

AEU members currently pay 1.035% per month in dues.

Here's what joining CEP will cost, assuming that the new Local would affiliate to the Ontario Federation of Labour and the Ottawa and District Labour Council, at a minimum.

You will be paying:

0.78% to CEP national
63 cents per member per month to the Ontario Federation of Labour
42 cents per member per month to the Ottawa and District Labour Council

Current monthly dues collected for AEU Unit I: \$7,374.87 (as of 31/3/2010)

0.78% to CEP national = \$5,752.40
63 cents x 100 members to OFL = \$63.00
42 cents x 100 members to ODLC = \$42.00

Total monthly dues being paid for CEP national and affiliation fees: \$5,857.40
Total monthly dues remaining in the Local: \$1,517.47

For a one-year period, without an increase in dues, the members of Unit I would have a grand total of \$18,209.64 in disposable revenue.

Current monthly dues collected for AEU Unit II: \$2,738.89 (as of 31/3/2010)

0.78% to CEP national = \$2,136.33
63 cents x 60 members to OFL = \$37.80
42 cents x 60 members to ODLC = \$25.20

Total monthly dues being paid for CEP national and affiliation fees: \$2,199.33
Total monthly dues remaining in the Local: \$539.56

For a one-year period, without an increase in dues, the members of Unit II would have a grand total of \$6,474.72 in disposable revenue.

Let's put that in perspective. The cost to hold just one membership meeting with simultaneous translation and conference call capability costs at least \$3,200. (That amount includes \$500 for the room, \$1,417.50 for simultaneous interpretation and \$1,273.13 for technical services but doesn't include the actual cost of the conference call or materials.) The CEP constitution requires four meetings a year – that's \$12,800 just for meetings. This leaves a balance of annual revenue of \$11,884.36 to cover all other inherent costs to the Local.

The CEP Constitution is clear – Locals are responsible for the costs of grievances and arbitrations and negotiations. These costs for Units I and II will be significant and will more than likely exceed \$60 000 annually. This means you will not have sufficient funds to pay all costs with a revenue of \$11,884.36. It is evident union dues will increase considerably in order for the Local to fulfill its legal obligations in regards to representation and negotiations.

CEP Locals are also responsible for the costs of sending members to conferences, conventions and education courses. These costs will have to come out of the dues revenue remaining after the affiliation fees have been paid.

CEP recommends that Local dues be at least equal to the portion that goes to CEP national - 0.78%. This would bring your dues up to at least 1.56% per month of your base salary.

So, if anyone tells you your dues won't be increasing – and by a significant amount – ask them to show you the math.