

DUES CALCULATION DETAILS AND EXAMPLES

Percentage dues are equal to the lower of 1.45% of gross earnings or 2.8 times average hourly earnings (if the earnings period is one month) as detailed below (various steps to follow):

Calculation A – Multiply total earnings less any lump sum payments (“adjusted total earnings”) by 1.45%.

Calculation B – Divide “adjusted total earnings” by the hours with which they were associated to determine “average hourly earnings”. Multiply this result by the appropriate cap multiplier based upon the related earnings period (see below). This is referred to as the maximum dues or dues cap.

Calculation C – Compare the results of Calculation A and Calculation B and deduct the lower of the two.

Dues may be deducted on a per pay basis using the earnings of each pay or the previous month's earnings as the base, as agreed by the International Union.

The table below shows the appropriate cap multipliers for various earnings periods:

<u>Earnings Period</u>	<u>Cap Multiplier</u>
Monthly	2.80
Semi-Monthly	1.40
Bi-Weekly	1.2923
Weekly	0.6461

Dues on lump sum payments, generally payments with no associated hours such as profit sharing payments, are equal to 1.45% of such payments without consideration of a maximum.

Per hour dues are equal to \$.02 per hour for all hours included in total earnings for the respective earnings period. Per hour dues do not apply to lump sum payments where the payments are not hourly based. Per hour dues are in addition to the percentage dues noted above and are not subject to any maximum.

Examples of the dues calculations are attached for your reference.

REPORTING FORM

A Summary of Union Dues reporting form (Form R-115), a copy of which is enclosed, is to be completed and mailed along with your remittance within the same ten-day period to the designated lock box address noted on the Summary of Union Dues form. The reporting form is not complex, but will necessitate your supplying us with the following information:

- Total members in bargaining unit for the reporting period, whether paying dues or not.
- Total number of individual dues deductions for the reporting period.
- Number of hours included in total earnings for the reporting period.
- Total earnings for the reporting period.
- Separate totals for the three components of dues for the reporting period - percentage dues subject to maximum, percentage dues related to lump sum payments, and per hour dues.

UNITED STEELWORKERS

Examples of Dues Calculations for Various Earnings Periods

The table below shows the appropriate cap multipliers for various earnings periods. The amount of dues indicated in the examples below are provided as a **reference source only** and are not to be used in the actual deduction of union dues.

<i>EARNINGS PERIOD</i>	<i>CAP MULTIPLIER</i>
Monthly	2.80
Semi-Monthly	1.40
Bi-Weekly	1.2923
Weekly	0.6461

<p style="text-align: center;"><i>Monthly Deduction</i></p> <p>Earnings = \$3,100.00; 173 hours worked</p> <p>$\\$3,100.00 \div 173 \text{ hrs.} = \\17.92 per hour $\\$17.92 \times 2.8 = \\50.17 (dues cap)</p> <p>$\\$3,100.00 \times 1.45\% = \\44.95</p> <p>$\\$.02 \times 173 \text{ hrs.} = \\$3.46 \text{ (per hr. dues)}$</p> <p>Dues Deducted: \$44.95 + \$3.46 = \$48.41</p>	<p style="text-align: center;"><i>Semi-Monthly Deduction</i></p> <p>Earnings = \$1,500.00; 98 hours worked</p> <p>$\\$1,500.00 \div 98 \text{ hrs.} = \\15.31 per hour $\\$15.31 \times 1.40 = \\21.43 (dues cap)</p> <p>$\\$1,500.00 \times 1.45\% = \\21.75</p> <p>$\\$.02 \times 98 \text{ hrs.} = \\$1.96 \text{ (per hr. dues)}$</p> <p>Dues Deducted: \$21.43 + \$1.96 = \$23.39</p>
<p style="text-align: center;"><i>Bi-Weekly Deduction</i></p> <p>Earnings = \$1,400.00; 80 hours worked</p> <p>$\\$1,400.00 \div 80 \text{ hrs.} = \\17.50 per hour $\\$17.50 \times 1.2923 = \\22.62 (dues cap)</p> <p>$\\$1,400.00 \times 1.45\% = \\20.30</p> <p>$\\$.02 \times 80 \text{ hrs.} = \\$1.60 \text{ (per hr. dues)}$</p> <p>Dues Deducted: \$20.30 + \$1.60 = \$21.90</p>	<p style="text-align: center;"><i>Weekly Deduction</i></p> <p>Earnings = \$950.00; 50 hours worked</p> <p>$\\$950.00 \div 50 \text{ hrs.} = \\19.00 per hour $\\$19.00 \times .6461 = \\12.28 (dues cap)</p> <p>$\\$950.00 \times 1.45\% = \\13.78</p> <p>$\\$.02 \times 50 \text{ hrs.} = \\$1.00 \text{ (per hr. dues)}$</p> <p>Dues Deducted: \$12.28 + \$1.00 = \$13.28</p>