

# STRAIGHT FACTS

## on Union Dues

We've heard some strange rumors being circulated about what dues and initiation fees will be like for us as Teamsters. Here's what FedEx mechanics need to know about dues:

- **NO INITIATION FEE**

We will NOT pay any initiation fee when we become Teamsters. This is because we will be a newly organized unit. Any new hire that starts after we become Teamsters may be assessed an initiation fee based on local union bylaws.

- **DUES ARE 2.5 TIMES OUR BASE HOURLY RATE, PER MONTH, DEDUCTING THE COST OF LICENSE PREMIUMS**

The Teamster dues rate is our hourly base rate, multiplied by 2.5, assessed monthly, minus the cost of license premiums for aerospace maintenance technicians (AMTs). If you're an AMT or you work in facility maintenance and make \$28 per hour, your monthly dues will be \$70 (again, not including the deduction of license premiums). In some cases, local membership may have added an additional assessment. You will be notified if this applies to you.

- **YOUR DUES STAY AT THE LOCAL LEVEL**

Unlike other unions, the overwhelming majority of Teamster dues – at least 78 percent – stays with your local union for direct services and support to our members.

- **DUES ARE SET AND APPROVED BY THE MEMBERS**

Teamster dues rates based upon hourly rates of pay are set and approved by the membership. Dues increases are rare and must be voted on by the members.

- **YOU WON'T PAY DUES UNTIL AFTER YOU HAVE A TEAMSTER CONTRACT**

Dues are not assessed until after the collective bargaining agreement is implemented. Your union contract must be ratified by a direct vote from you and your coworkers at FedEx before it can be implemented.



**FedEx Mechanics:**  
***Absolutely, Positively Teamsters***

