



UNION REPORT



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Local Lodge 2228 new union dues rate for the year 2023 (SBM members only)

The new union dues rate effective January 1, 2023, for all hourly employees at SBM members working in Sunnyvale and Palo Alto is \$81.50 per month.

How is the rate determined?

Per District Lodge 725 Bylaws, Article IX: Section 3: The District Lodge shall have the authority to establish the minimum monthly dues to be paid by the membership for all affiliated Local Lodges.

Section 4. The minimum monthly dues to be paid by the members shall be a uniform rate equal to 1.5 times the weighted average hourly earnings (WAHE) of members covered by the CBA or bargaining unit under the Local Lodge jurisdiction plus the Grand Lodge per capita tax [\$41.17] in accordance with the IAM Constitution rounded up to the nearest \$0.05. The dues should be adjusted on January 1st of each year and shall be based on the hourly earnings in effect on the 31st day of August of the preceding year.

When is the rate determined?

It is based on the regular hourly earnings of all hourly employees from September 1, 2021, to August 31, 2022.

What is the weighted average hourly earnings (WAHE)?

Based on the information provided by the Company to the District Lodge 725 Secretary-Treasurer as of August 31, 2022, the weighted average hourly earnings was \$26.88.

What is the Grand Lodge per capita tax for 2023?

The Grand Lodge per capita tax for 2023 is \$41.17.

2023 Dues Calculations:

\$ 40.32	\$26.88. (WAHE) x 1.5
+ 41.17	Grand Lodge per capita tax for 2023
\$ 81.49	
\$81.50	rounded up to the nearest \$0.05

Date of Distribution: 11/28/2022