



International Association of Machinists and Aerospace Workers

## Northern Crossroads Local Lodge 1681

Box 152 2000 Airport Rd NE

Calgary, AB T2E 6Z8

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June 4, 2020

Dear Brothers and Sisters:

There has been some concern as to the amount of union dues charged to members while in receipt of the Canada Emergency Wage Subsidy (CEWS).

In accordance with the Local Lodge bylaws, union dues for members are calculated as such:

*Section 3. Dues – Effective January 2009 the monthly dues of this lodge shall be a rate equal to 2.25 times the hourly earnings of each lodge member covered by the collective bargaining agreement under the local lodge jurisdiction in accordance with the IAM Constitution. And, any increase in the per capita tax to Grand Lodge or District 140, any increase in affiliation fees and/or any other assessment instituted by Grand Lodge action, shall cause the monthly dues to be increased by an amount equal to such tax, fees or assessment.*

This means that members dues are currently calculated using  $2.25 \times \text{hourly rate} + \$12.40$  (total of all per capita and affiliation fee increases since January 2009). With CEWS being capped at \$847/week the “effective hourly rate” of any member in receipt of the maximum CEWS payout would be \$21.18 ( $\$847/40\text{hrs} = \$21.175/\text{hr}$ ). This would result in a dues remittance of \$60.06 ( $(2.25 \times \$21.18) + \$12.40$ ). This would drop lower for members not in receipt of the maximum CEWS payout. The district lodge has set our minimum Local Dues at a rate of \$54.50. This includes all Grand Lodge per capita charges, District Lodge 140 per capita charges and the Alberta Federation of Labour affiliation fees. There is no portion of the minimum dues that go to the local lodge.

The accounting software used by Air Canada is unable to accept a separate rate calculation for members on CEWS. As such, we have been unable to secure a reduced rate for said members. Air Canada can however process a refund to members who feel they have been overcharged union dues while on CEWS. To facilitate this the local lodge will require the following information from members who are seeking a refund:

- Name
- Employee Number
- Current negotiated pay level (LSA3, AME 5 etc)
- Copies of your pay statements for May 13 and June 10

Please submit this information to the undersigned no later than 12 June 2020. The information will be submitted to Air Canada to be processed for the June 24, 2020 pay period.

In Solidarity,

Robert Nolan

President

IAMAW LL1681

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	Negotiated Rate per HR	Calculated Dues	Reduction if at max CEWS
<b>Tech Ops</b>			
AME5	\$42.90	\$108.93	\$ 48.87
AME4	\$40.46	\$103.44	\$ 43.38
AME3	\$37.64	\$97.09	\$ 37.03
AME2	\$34.82	\$90.75	\$ 30.69
AME1	\$32.01	\$84.42	\$ 24.36
<b>GSE</b>			
Mech4	\$35.76	\$92.86	\$ 32.80
Mech3	\$32.61	\$85.77	\$ 25.71
Mech2	\$32.03	\$84.47	\$ 24.41
Mech1	\$30.88	\$81.88	\$ 21.82
<b>Airports/Cargo</b>			
LSA/CSA5	\$30.46	\$80.94	\$ 20.88
LSA/CSA4	\$29.86	\$79.59	\$ 19.53
LSA/CSA3	\$29.34	\$78.42	\$ 18.36
LSA/CSA2	\$28.59	\$76.73	\$ 16.67
LSA/CSA1	\$27.95	\$75.29	\$ 15.23
SA11	\$26.66	\$72.39	\$ 12.33
SA10	\$24.31	\$67.10	\$ 7.04
SA9	\$21.97	\$61.83	\$ 1.77
<b>Cabin Services</b>			
LCSA2	\$25.77	\$70.38	\$ 10.32
LCSA1	\$24.30	\$67.08	\$ 7.02
CSCA9	\$23.43	\$65.12	\$ 5.06
CSCA8	\$21.47	\$60.71	\$ 0.65