

IV. Probationary Period for Membership:

- All new employees have a 90-day probationary period before becoming eligible for Union Membership.
- Upon the completion of your 90-day probationary period, IBEW Local 51 will notify you of your eligibility to make membership.
- You will receive a statement of payment due. This payment is due for **ALL NEW MEMBERS** regardless if you chose to have your dues payroll deducted or if you chose to pay your own dues.
 - **OPTION 1 – Dues are deducted from your Paycheck via Payroll Dues Deduction:** Initial payment will cover the remainder of the initiation fee (\$45) and monthly dues to get you on track with the company's payroll dues schedule. (Typically, 2 to 3 months of dues). After this initial payment, dues should be covered through this deduction. *See Section V for more details.*
 - **OPTION 2 - Pay your own Dues:** Initial payment will cover the remainder of the initiation fee and monthly dues to ensure you are current on your dues. (Typically, up to 6 months of dues). *See Section V for more details.*

V. Explanation of Working Assessments & Dues:

- WORKING ASSESSMENTS:
 - The employer will collect 1.5% (payroll deduction) of your gross pay on any hours worked within the LU 51 jurisdiction and forward to IBEW Local 51 on your behalf each month.
- PER CAPITA DUES:
 - 2020 Per capita dues for A Members \$39 per month / \$117 per quarter.
 - The dues payment schedule is as follows:

▪ Jan – March	due	January 1 st
▪ Apr – June	due	April 1 st
▪ July – Sept	due	July 1 st
▪ Oct – Dec	due	October 1 st
 - If a member is more than one quarter delinquent, there will be an automatic reinstatement fee of \$30 assessed.
 - Members who are severely delinquent on dues will face suspension of employment and may be dropped from membership.

- OPTIONS FOR MAKING PER CAPITA DUES PAYMENTS:

- **OPTION 1: PAYROLL DEDUCTION FOR DUES PAYMENTS**

- Sign and return the enclosed Payroll Authorization Form to the IBEW Local 51 IMMEDIATELY.
- Once the form has been received, IBEW LU 51 will plan to have future dues automatically deducted from your paycheck.
- Dues collected by your employer are applied to 3 months in advance which allows the member to remain current on dues and avoid late fees and suspension.
- You will be responsible for making all dues payments before the payroll deduction dues take effect. A statement will be sent upon the completion of your probationary period. This payment must be made before you are initiated as a Union Member. See Section IV for details.
- In the event there is a delay in receiving your authorization form, you will be responsible for making all dues payments that are not collected during that time frame.
- If for any reason the company does not collect dues from your check for any month, you will be responsible for making that payment. This can happen if you are off for any reason or working outside of Local 51's jurisdiction during that pay period.

- **OPTION 2: PAY YOUR OWN DUES**

- You may choose to make your own dues payments according to the schedule above.
- A statement will be sent upon the completion of your probationary period. This payment must be made before you are initiated as a Union Member. See Section IV for details.
- After the initiation payment has been made, you will no longer received a statement unless you are past due.
- Dues payments should be made according to the dues schedule as outlined in Section V.
- Sign the enclosed Payroll Authorization Form **OPTING OUT OF PAYROLL DUES** and return to the IBEW Local 51 IMMEDIATELY.