



August 27, 2026

Union Dues Arrears Following the 6.5% Pay Increases

The National Constitution sets the basic dues rate for Urban Operations workers at 300% of the maximum hourly rate for the lowest classification within the bargaining unit.

RSMC dues have been set at 1.71% of the wage portion received by each member, to a maximum equal to the dues for Urban members. Some Locals have bylaws for a local assessment over and above the monthly basic dues.

Following the recent wage increases for 2024, 2025, and 2026 totaling 6.5%, the new maximum monthly deduction for union dues for members of the **RSMC bargaining unit, effective January 1, 2026, is \$101.34.**

The **Urban Operations** new monthly deduction for union dues is **\$101.34, effective February 1, 2026.**

For the majority of members of the Urban Operations bargaining unit, a maximum dues arrears of **\$110.12** representing arrears owed from February 1, 2024, to August 30, 2026, with an arrears payment of **\$101.34** being collected on September 10, 2026, and the remainder of dues arrears of **\$8.78** being collected on the October 8, 2026, pay.

Year	Wage Increase	New Monthly Dues Collection	Arrears to be Collected
2024	1.5%	95.14 + 1.34 = 96.48	(1.34 x 12 months) = 16.08
2025	3%	95.14 + 4.22 = 99.36	(4.22 x 12 months) = 50.64
2026	2%	95.14 + 6.20 = 101.34	(6.20 x 7 months) = 43.40

Dues arrears for each RSMC member are dependent on their individual wages and is 1.71% of the wage increase. Arrears for RSMC members for the years 2024, 2025, and 2026, will be mostly collected on September 10, 2026, with the remainder collected on October 8, 2026.

I hope this information will assist in answering members' questions about the dues rates and dues adjustments, which members will observe on their September 10, 2026, and October 8, 2026, pay statements.

In solidarity,

Beverly Collins

National Secretary-Treasurer

/cope 225
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