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To all members at Canpar Express:

Please see below a message from Mr. Alvin Herdt, Director of Local Union Services for the International USW in Pittsburgh, PA, in response to recent concerns regarding the deduction of union dues for members of Local 1976:

“The TCU executed a merger agreement with the USWA on February 4, 1999. This merger agreement established a transition period from the execution date through April 1, 2000. The merger agreement contains language that states “The existing dues structure of the TCU shall remain in force until the end of the Transition Period and will not increase during this time.” It goes on to state “After the Transition Period, **the dues will be those provided in the USWA Constitution.**”

Furthermore, at the time the 2004 By-Laws of Local 1976 were approved, the Constitutional dues structure was the lesser of 1.3% of earnings or 2.5 times a member’s average hourly earnings plus 2 cents per hour. At the 2008 International Constitutional Convention, the attending delegates passed a resolution to increase monthly dues by .15%, allocated directly to the International Strike and Defense fund. They also in the same resolution increased the dues cap from 2.5 to 2.8 times a member’s average hourly earnings. The adopted strike assessment resolution of 0.15% and dues cap increase were implemented effective **November 1, 2008** (*Constitution of the International Union, Article XIV, Section 17(a)*).

The opinion that the members of Local 1976 have had their dues incorrectly deducted is incorrect.”

In Solidarity,

TC Local 1976 USW

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