

BMWED Bylaws

Article XV – Revenue, Fees, Dues and Assessments –

Section 3 (excerpt)

Each member shall be required to pay all BMWED dues and assessments. National Division dues shall be adjusted each January to reflect one and three tenths (1.3) of the average straight-time hourly rate of pay for each of the three rate classifications listed in Paragraph 3.8 of the Merger Agreement. The average straight-time hourly rate of pay for standard contracts will be based on the information reflected in the annual statement published by the National Railway Labor Conference which shall be used as an equivalent formula. In the event that the National Railway Labor Conference ceases to publish the annual statement or alters it materially, and for non-standard and non-rail contracts listed in Paragraph 3.8 of the Merger Agreement, an alternative equivalent formula shall be adopted so as to accurately reflect increases in rates of pay provided for under Agreements during the appropriate measurement period. Said amounts shall be rounded to the nearest 25 cents, which additional sum shall be taken into consideration when calculating any dues increase for the following year. Provided, however, that notwithstanding a rail carrier's classification as Class II or III, where the average weighted straight-time hourly rate on such property falls within the range of hourly rates of standard contracts. National Division dues shall be that applicable to members working under standard contracts.



Brotherhood of Maintenance of
Way Employees Division



education@bmwe.org

bmwe.org

facebook.com/bmwedibt

**Combating Misinformation on
Membership Dues & GWIs**

Revised July 2023

Combating Misinformation on Membership Dues & GWIs

***Our members deserve
clear and accurate
information regarding
how our bargaining
agreements affect their
dues obligations.***

***Misinformation
regarding our members'
dues is a persistent issue
all our officers and
members should combat
through active
communication and
engagement.***

Key Concepts - Dues

- The regular dues obligations of our membership are calculated using formulas provided within our BMWED Bylaws and within the appropriate System Division or Federation Bylaws.
- Calculations are based off an average straight-time hourly rate for Maintenance of Way employees. This information is updated annually.
- Even during years when a particular railroad may not have a bargained or scheduled General Wage Increase (GWI), BMWED members working on that railroad may see their dues obligations adjusted based off the average for **all** Maintenance of Way workers. Their railroad factors into the average but is not the only factor in that average.
- A member's exact dues obligation may also be affected by special assessments at the Lodge or System level. Information on these can be found with the System Division or Federation.

Communicating

- Membership dues money is **NEVER** used to fund political election campaigns. It is **ILLEGAL** to use membership dues for political campaigns. Anyone suggesting otherwise should be corrected, and this misinformation should be promptly addressed before it is allowed to spread.
- A key component to combating misinformation is to **inoculate** our members against it, getting ahead of false rumors or gossip and providing accurate, detailed facts to address member concerns.
- Where you find misleading sources, advise fellow members about such suspicious sources. These sources can include individuals, railroads, union-busting organizations, or affiliated social, political, or media groups.
- **Our National Division Secretary-Treasurer's Department** is a vital resource for data, statistics, or accurate facts you can share with our members.

Key Concepts – Dues & GWIs

- Contrary to many rumors, BMWED Regular Dues have **not** eclipsed or neutralized real wage growth among BMWED members.
- The average dues contribution of BMWED members equates to between roughly 1.1 % to 3% of their wages. This variation comes from different pay rates based on positions worked and where our members are employed.
- Dues adjustments **lag** wage increases. Even in years where dues are adjusted without a corresponding wage increase, the net result follows wage increases. It does not negate them.
- Where agreements are implemented with retroactive pay or “backpay,” BMWED dues rates are not adjusted retroactively to “**claw back**” dues at the updated rate of pay.
- GWI/dues calculations for specific properties or System Divisions/Federations can be requested from the BMWED Secretary-Treasurer's Department.