



A Dues Comparison

There are 17 different bargaining agents that have Treasury Board as the employer of their members. Each of these bargaining agents establishes its own dues. CAPE has always been proud of the fact that it provides service second to none while managing funds responsibly, with the result that our members pay among the lowest union dues among all federal public service employees. If the membership approves the recommended dues increase, this would still be the case.

In order to demonstrate this, we have prepared the following table to demonstrate what members of other bargaining agents pay in union dues, as compared to members of CAPE. In order to arrive at these figures, we relied on objective information found on the Treasury Board website. In addition, where possible, these figures were confirmed with the respective bargaining agents.

CAPE has close to 3,000 EC-06 members, and as one of the most populated groups, we have chosen the salary of an EC-06 member, in the middle of the pay-scale, to examine the differences in union dues between bargaining agents*. Thus, an employee earning approximately \$88,414.00 as a member of CAPE, would pay \$50.00 a month in dues, should the members approve the dues increase. See below how this compares to employees represented by other bargaining agents in the same wage range...

(Please note, for those bargaining agents with variable dues, the classification and salary level used to construct the comparison is noted.)

Union	Monthly Union Dues
Association of Canadian Financial Officers	\$50.00
Association of Justice Counsel	\$53.36 (LA-1 \$85,381.00)
Canadian Air Traffic Control Association	109.14 (AI-4 \$87,314.00)
Canadian Federal Pilots Association	\$117.01 (CAI-3 \$87,961.00)
Canadian Merchant Service Guild	\$96.00
Canadian Military Colleges Faculty Association	\$71.15 (UT-3 \$87,468.00)
Canadian Auto Workers	\$122.34 (RO-6 \$83,890.00)
Communications, Energy and Paperworkers Union of Canada	\$113.75 (OFO-19 \$71,125.00)
Federal Government Dockyard Chargehands Association	\$75.00
Federal Government Dockyard Trades and Labour Council (East)	\$72.00

Federal Government Dockyard Trades and Labour Council (West)	\$85.00 (MTG-1 \$71,908.00)
International Brotherhood of Electrical Workers	\$122.50 (EL-08 \$88,938.00)
Professional Association of Foreign Service Officers	\$95.36 (FS-3 \$85,500.00)
Professional Institute of the Public Service of Canada	\$55.56
Public Service Alliance of Canada**	\$102.15 (IS-5 \$88,214.00)
Union of Canadian Correctional Officers	\$113.96 (CX-2 \$70,131.00)

* Union dues are set by the bargaining agents and calculated either by using a fixed rate or as a percentage of the employee's salary. Calculations are based on the most current pay scales available on the Treasury Board website.

**Please note that the dues for members of the Public Service Alliance of Canada are set at .9007% of salary to which are added the dues set by the member's component and local. For this particular position, total dues equals 1.39% of gross salary.