

AMFA New Hire FAQ Sheet

1. *What do my union dues pay for?*

The primary uses of union dues are for the negotiation and enforcement of the Collective Bargaining Agreement, representing members in disputes/grievances with their employer, and assisting members during FAA investigations.

During contract negotiations AMFA pays for professional benefit, economic, and pension advisors to assist in negotiating those portions of your contract.

A portion of your dues also pays Local and National Officers, Representatives, and administrative support personnel who carry out the day-to-day business of the Association.

2. *What representational rights do I have while on probation?*

You have the right to have a union representative present during an interview being conducted by the FAA.

You have the right to have a union representative present during interviews conducted by the company that may lead to disciplinary action. However, AMFA cannot grieve your discharge while you are on probation.

3. *What rights do I gain by being a dues paying member of AMFA?*

- The right to run for and hold office, at both the Local and National level
- The right to attend Local union meetings and contract negotiations
- The right to vote in all Local and National elections and referendums
- The right to submit contract proposals and participate in all contract related votes

4. *When will I have to pay the initiation fee?*

The initiation fee is due upon completion of your probationary period. This time period varies from employer to employer and may vary depending on your job classification. For specific information concerning the length of your probationary period, refer to the Collective Bargaining Agreement provided for you.

5. *How much is the initiation fee?*

The initiation fee is \$100.00.

6. *I was previously an AMFA Member. Do I still have to pay an initiation fee?*

If you were issued an Honorary Withdrawal Card you will need to pay only a reinstatement fee of \$25.00.

If you were not issued an Honorary Withdrawal Card, you must pay the initiation fee.

7. *How do I pay the initiation fee?*

You may make the payment directly to the Local Treasurer.

If your employer allows dues payment by payroll deduction, you may be able to pay the initiation fee in that manner. Please check the dues check-off form included in this package to see if this option is available through your employer.

8. *When will I be required to start paying monthly union dues?*

In order to receive the full rights of membership, you must start paying monthly union dues upon the completion of your probationary period.

9. *How much will my union dues be?*

Monthly union dues are equal to two times your base hourly wage, excluding any premiums such as shift differential or license pay.

As a new employee your monthly dues are less than an employee who has reached top pay.

10. *How, when, and where do I pay my dues?*

How: Dues may be paid by cash, check, or money order payable to the Local Treasurer. However, most members prefer to pay their dues by payroll deduction through their employer.

When: Payments made by cash, check, or money order are due on the first day of each month and are considered late if not paid by the tenth day of each month.

Where: Check with your Local to find its policy for payment of dues paid by cash, check, or money order.

11. *Do all AMFA members pay union dues?*

Yes. All AMFA members, regardless of their position, are required to pay union dues.

12. *What happens if I refuse to pay dues?*

If the Association has an “Agency Shop and/or Union Security Provisions” agreement with your employer, failure to pay monthly dues will result in penalties up to and including discharge by your employer. Otherwise failure to pay dues will result in your being denied full membership rights. Those rights include but are not limited to the right to vote in union elections and hold office, attend union meetings, submit proposals and vote on contracts, attend contract negotiations, etc.

13. *What if I do not support AMFA’s agenda?*

You have the right to become a dues objector. Dues objectors pay a slightly reduced monthly dues payment by receiving a credit equal to the percentage of union dues the Association spends on nonunion business related spending.

14. *Do I lose any rights if I become a dues objector?*

Yes, dues objectors are nonmembers. They do not enjoy the benefits of membership. However, they do receive the full right to union representation.