

Has AFSCME Local 590 told you about union dues?



You may have to pay the union just to keep your job at Penn Libraries

If Penn Libraries staff vote to unionize with AFSCME Local 590 in the upcoming election, you may be required to support the union in the form of dues or fees deducted directly from your paycheck¹—**around \$700 every year**²—and you may need to pay the union just to keep your job.

Here's language from the current labor contract between AFSCME Local 590 and Penn Libraries that covers approximately 100 Penn Libraries staff.

ARTICLE IV~ UNION SECURITY AND CHECK-OFF

Section 1. All present and future employees covered by this Agreement shall, as a condition of employment, be required to become Union members thirty (30) days after being employed. Employees who fail to comply with this requirement shall be discharged by the University within thirty (30) days after receipt of written notice to the University by the Union.

You also should know that Local 590 has...

- Increased the amount of dues that members must pay 3 times since 2012³
- Used dues money to pay a select group of your coworkers more than \$10,000 to be officers of Local 590⁴
- Used its ability to raise dues whenever it wants—in fact, Local 590 recently advised Penn Libraries of a 2.75% dues increase

Does it make sense to pay AFSCME Local 590 hundreds of dollars every year when the union's negotiated pay increases have been LOWER than Penn's year-over-year to other non-union staff?

1 AFSCME Local 590 LM-3 financial report filed on October 2, 2023, with the U.S. Department of Labor. (File Number 512-836.)

2 Union dues and fees are withheld from pay after taxes and are not tax deductible.

3 Analysis of AFSCME Local 590 LM-3 financial report filed on October 2, 2023, with the U.S. Department of Labor. (File Number 512-836.)

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