

Union Representation Isn't Cheap. What Could It Cost You?

Union dues are the monthly payments Muddies would be required to pay for union representation. UFCW 3000 sets the amount due based on salary percentages, and those payments come directly out of your paycheck.

Based on UFCW's financial report, a Muddy could pay between \$864 and \$3,240 in dues over the course of a typical 3-year contract, depending on their wage. Muddies may also be required to pay an initiation fee of anywhere between \$30 and \$250.¹

How much actually comes back to Muddies?

In 2024–2025, **UFCW 3000 collected just over \$35 million in member dues** and \$57 million in total revenue, according to its financial reports on file. However, **the union spent less than a third of its revenue representing its 50,000+ members in our region.**

None of your union dues payment comes back to Mud Bay in any form. Not one penny.

UFCW's financial reports show that your union dues are used to pay for political contributions, hotels, theme parks and even lobbying. Things you may not like or don't agree with.

Also, Muddies will have little influence over how their union dues are spent. Union leadership makes those decisions.

If the majority of the unit votes for a union, all Muddies in participating stores **could be required to pay** membership dues, even if you vote no or don't vote in the election.

Know where your money is going.

We don't believe our Muddies should have to pay union dues to have someone else represent them at work. We are encouraging all eligible Muddies to vote in the union representation election, and we hope you vote no.

¹ United Food and Commercial Workers Union, Local 3000. (2025). Labor organization annual report (Form LM-2) (File No. 543-341). U.S. Department of Labor, Office of Labor-Management Standards. <https://olmsapps.dol.gov/query/orgReport.do?rptId=939918&rptForm=LM2Form>

² United Food and Commercial Workers Union, Local 3000. (2025). Labor organization annual report (Form LM-2) (File No. 543-341). U.S. Department of Labor, Office of Labor-Management Standards. <https://olmsapps.dol.gov/query/orgReport.do?rptId=939918&rptForm=LM2Form>

Remember to VOTE September 9, 10 or 12

Visit MudBayUnionInfo.com to get the information you need to make this very important decision that will affect your paycheck.

