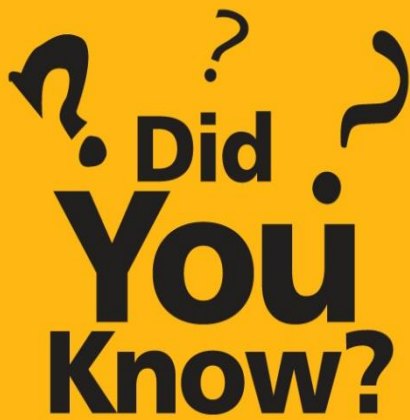**Did You Know?**

Rand Formula

All members benefit from the union and pay union dues under the Rand Formula.

Otherwise known as "Dues Check-Off"

The Rand Formula dates back to a ruling by Justice Ivan Rand in 1945 following a strike at the Windsor, Ontario Ford plant. At the heart of the dispute was the recognition of the union and the payment of union dues from all those who benefited from the union contract.

In his decision, Justice Rand ruled that every worker who is part of the bargaining unit was subject to a dues check-off and that the employer would deduct those dues from employees' pay cheques and forward the funds to the union. Rand also determined that, once a union was certified to represent workers in the workplace, any new workers hired by the employer would have to become union members and pay dues.

The Rand Formula, otherwise known as automatic dues check-off, is protected in Saskatchewan's *Trade Union Act* (Section 32) and has been upheld by the Supreme Court of Canada.

What is the purpose of the formula?

Automatic dues check-off established under the Rand Formula prevents "free riders" – workers who do not want to pay union dues but would benefit from the activities of the union. For a union to be able to bargain collectively and represent all of its members, it requires the payment of dues by all.

Why are union dues necessary?

A union is formed by the majority of workers who democratically choose to unionize in a workplace. All members of the union benefit from the wages and benefits negotiated in their collective agreement, the professional representation provided by the union, and other benefits of membership like educational and leadership opportunities in the union. These activities are funded by the payment of union dues.

Unions also have a legal duty to represent members. Even if a worker was able to opt out of paying dues, the union would be legally obligated to represent that worker and the worker would still benefit from the wages and benefits negotiated by the union. It's only fair everyone pays their dues.

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