

# Memo

May 29, 2009

To: All CSEA SEIU Local 2001 Municipal & Private Sector Chapter Presidents

From: Patrice Peterson, Secretary/Treasurer

Re: Dues Increase Effective 7/1/2009

In the January 2009 edition of the *CSEA News*, we announced our Union's Executive Council plan to vote on a proposal to adopt a more progressive dues structure for active members. The plan was developed after more than two years of discussions on how to generate the revenue needed to build a stronger union for the difficult times ahead. The last time dues were raised was July 1, 2004. We have worked hard to economize and reduce expenses, but in light of rising costs on many fronts, a dues increase is necessary.

The new structure was approved and revises our current flat rate system for calculating members' dues. The plan is based on 1% of members' annual earnings with minimum and maximum rates set for our Union's three divisions; State Employees, Municipal and School Board Employees and Private Sector Employees. The new dues structure also eliminates the new member initiation fee.

The current economic crisis has placed serious challenges in our path and the new dues structure was needed to improve our membership representation and build strength for current and future contract negotiations. The plan our Executive Council approved will empower our Union to:

- ✓ **Increase membership unity;**
- ✓ **Gain strength in all of our workplaces;**
- ✓ **Improve our communications;**
- ✓ **Hold politicians accountable; and**
- ✓ **Increase our membership resources.**

In accordance with the motion passed by the CSEA SEIU Local 2001 Executive Council at the February, 2009 meeting annual dues amounts for the Municipal & Board of Education Employees will be raised effective 7-1-2009 as indicated below:

To calculate the new dues amount:

1. Determine regular hours worked per week (all school bus drivers use a 25 hour standard work week).
2. Overtime is not included in regular hours worked for purposes of dues calculation.
3. Calculate base annual salary. (use either annual salary if known, or hourly rate x regular weekly hours x annual weeks worked).
4. If regular hours worked per week are:

**20 or more hours per week:**

and annual salary is less than \$30,000, then the member pays **Full-Time Minimum rate \$300 per year;**  
 if annual salary is **more than \$30,000 and less than \$33,600**, then member pays **1% of annual salary per year;**  
 if annual salary is more than \$33,600, then the member pays **Full-Time Maximum rate \$336 per year.**

**10 hrs to 19.99 hrs per week:**

and annual salary is **less than \$19,500** then the member pays **Part-Time Minimum rate \$195 per year;**  
 if annual salary is **more than \$19,500 and less than \$21,500**, then pay 1% of annual salary per year;  
 if annual salary is **more than \$21,500** then the member pays **Part-Time Maximum rate \$215 per year.**

**under 10 hours per week:**

and annual salary is less than \$13,500 then the member pays **Part-Time Under 10 Minimum rate \$135 per year;**  
 if annual salary is **more than \$13,500 and less than \$14,064**, then pay **1% of annual salary per year;**  
 if annual salary is **more than \$14,064** then the member pays **Part-Time Under 10 Maximum rate \$140.64 per year.**

5. Amounts paid can vary depending on payroll schedule. (i.e., weekly payroll with dues deducted each week, bimonthly payroll with dues deducted twice a month, 10 mo or 12 mo, etc.) but uniformly required annual amounts must be paid.

Letters explaining the new dues structure will be sent to management personnel and payroll departments in early June. I will be available to speak with any chapter that may have questions about the new dues structure.

MINIMUM DUES RATES	Effective 7/1/2009		
	Annual	Per Month (12 month)	Per Month (10 month)
<b>Full-Time (20 hours or per week or more)</b>			
Membership dues:	\$300.00	\$25.00	\$30.00
Agency fees:	\$267.36	\$22.28	\$26.74
<b>Part-Time (10 hrs to 19.99 hrs per week)</b>			
Membership dues:	\$195.00	\$16.25	\$19.50
Agency fees:	\$173.78	\$14.48	\$17.38
<b>Part-Time Under 10 (Under 10 hrs per week)</b>			
Membership dues:	\$135.00	\$11.25	\$13.50
Agency fees:	\$120.31	\$10.03	\$12.03

MAXIMUM DUES RATE	Effective 7/1/2009		
	Annual	Per Month (12 month)	Per Month (10 month)
<b>Full-Time (20 hours or per week or more)</b>			
Membership dues:	\$336.00	\$28.00	\$33.60
Agency fees:	\$299.44	\$24.95	\$29.94
<b>Part-Time (10 hrs to 19.99 hrs per week)</b>			
Membership dues:	\$215.00	\$17.92	\$21.50
Agency fees:	\$191.61	\$15.97	\$19.16
<b>Part-Time Under 10 (Under 10 hrs per week)</b>			
Membership dues:	\$140.64	\$11.72	\$14.06
Agency fees:	\$125.34	\$10.44	\$12.53