

# **Our Next Steps in Building Strength**

“ In this economy, we need to make sure our members aren't the only ones who are making sacrifices. With elected officials coming to us to ask for givebacks and concessions, we need a stronger union more than ever. ”

**Steve Schunder**

**Department of Public Works, Town of West Hartford  
President, West Hartford Combined Chapters**



When our Union's Executive Council approved a more progressive dues structure in February, the vote followed more than two years of planning for the change needed to build a stronger union. The challenges our members have faced in the months since make it clear that public service workers and their families need even greater strength for the uncertain future that lies ahead.

The first changes to dues paid by active State Division members went into effect on March 1, and the dues for our active Municipal Division members who work in cities, towns, and schools across Connecticut will be raised on July 1.

In a letter mailed to the Presidents of our Union's Municipal Division Chapters on May 29, Union Secretary-Treasurer provided the formula for calculating new dues, as well as charts reflecting the minimum and maximum dues rates. The formulas and charts are reprinted on the reverse side of this leaflet.

## **The Plan – Phase 2**

The new structure was announced as effective on March 1, and the changes are being implemented on a graduated scale over the next two years. Letters explaining the new dues structure will be sent to Municipal Division member employers' management personnel and payroll departments in early June.

## **Municipal & Private Sector Division Members**

The new flat rate system for calculating dues is based on 1% of members' annual earnings, with **minimum and maximum rates**, and also eliminates the new member initiation fee. In accordance with the motion passed by the CSEA SEIU Local 2001 Executive Council, annual dues amounts for municipal and board of education employees will be raised effective July 1, 2009.



760 Capitol Avenue ~ Hartford, CT 06106 ~ (800) 894-9479 ~ [www.csea-ct.com](http://www.csea-ct.com)



# CSEA SEIU Local 2001 Executive Council

## Dues Structure for Municipal Division Members

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 of \$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 of \$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 of \$195 per year**;  
 if annual salary is **more than \$19,500 and less than \$21,500**, then member pays **1% of annual salary per year**;  
 if annual salary is **more than \$21,500**, then the member pays **Part-Time Maximum rate of \$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 of \$135 per year**;  
 if annual salary is **more than \$13,500 and less than \$14,064**, then member pays **1% of annual salary per year**;  
 if annual salary is **more than \$14,064**, then the member pays **Part-Time Under 10 Maximum rate of \$140.64 per year**.

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

MINIMUM DUES RATES	Effective 7/1/2009		
	Annual	Per Month (12 month)	Per Month (10 month)
<b>Full-Time</b> (20 hours or per week or more)			
Membership dues:	\$300.00	\$25.00	\$30.00
Agency fees:	\$267.36	\$22.28	\$26.74
<b>Part-Time</b> (10 hrs to 19.99 hrs per week)			
Membership dues:	\$195.00	\$16.25	\$19.50
Agency fees:	\$173.78	\$14.48	\$17.38
<b>Part-Time Under 10</b> (Under 10 hrs per week)			
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</b> (20 hours or per week or more)			
Membership dues:	\$336.00	\$28.00	\$33.60
Agency fees:	\$299.44	\$24.95	\$29.94
<b>Part-Time</b> (10 hrs to 19.99 hrs per week)			
Membership dues:	\$215.00	\$17.92	\$21.50
Agency fees:	\$191.61	\$15.97	\$19.16
<b>Part-Time Under 10</b> (Under 10 hrs per week)			
Membership dues:	\$140.64	\$11.72	\$14.06
Agency fees:	\$125.34	\$10.44	\$12.53

If you have any questions on the new dues structure, please contact your staff representative or call Union headquarters at (800) 894-9479.