

**Dues Structure
Committee Report
To the
66th Annual SEA Convention
21-22 October 2006**

Unlike previous Due Structure Committees (DSC), this committee's purpose was to evaluate the affect of the introduction of statewide Agency Fee (Fair Share). Along with that purpose, we were to recommend a dues structure that is fair and equitable, while providing the needed revenues for the operation of the Association.

This task was not insurmountable given that at the time the resolution (05-4A, 65th Annual Convention) was drafted, and voted on (15 October 2005); both the State (thru the Division of Personnel) and the SEA had agreed upon the Fair Share threshold being reached. Anticipating the time to implement Fair Share we should have been able to collect the information needed to make a recommendation to the Membership at this Annual Convention. However, on 21 October 2005, the State's representative, Sarah Willingham issued a letter to the SEA-SEIU Local 1984 rescinding the States agreement, that we met the provisions of our Collective Bargaining Agreement regarding Agency Fee (Article 5.8.1.a).

This withdrawal notification from Sarah Willingham put us into limbo until May of 2006, when it was agreed that we again met the conditions of Article 5.8.1. While in Fair Share purgatory the DSC met to discuss the issues surrounding the calculation of dues assessed to the membership. Some of those issues are:

- Low wage earners, not to add to their burden when they do not even make a living wage
- The cap that is currently at LG 27 step 5
- The price of doing business is going up, we do not want to be coming back every few years to adjust dues
- Percent, flat fee, graduated-What type works best for the Majority
- The need of a structure that will not unfairly burden the County, Municipal, & Private members (the cap rises with our pay raises, they do not receive raise when the State Agencies do)

Currently our dues are calculated at 1.35% of an employees' base pay, not to exceed 80 hours bi-weekly. The maximum cap in place, as of the last wage increase, is Labor Grade 27 Step 5. To gauge where our Local is at this point in time relative to other Locals similar in size and scope, we asked, what are others doing regarding dues? With KJ's Help, we received the following information:

- ❖ Vermont SEA \$11.55 every two weeks
(VSEA - No SEIU affiliation, no SEIU per cap payment)
- ❖ MSEA, SEIU Local 1989 (Maine) \$ 18.20 bi-weekly
- ❖ SEIU Local 615 (Mass) 2.5 % with a \$50.00 a month cap
- ❖ SEIU Local 509 (Mass) Public: \$12.80 per week for all members except:
\$10.15 per week -\$500.01-\$600.00 per week
\$9.40 per week below \$500.00
Private: 1.5% with a maximum of \$12.55 per week
- ❖ SEIU Local 1199E (Mass) 1.9%, with a \$75.00 a month cap

Using the Finance Committees average dues figure of \$17.71, bi-weekly, we are somewhere in the middle. Since 1990 this has been our overall dues structure (a percent basis with a cap) when it was voted on at the 50th SEA Convention.

In light of trying to balance the fiscal needs of the Association with the financial impact of dues on the membership, along with the delayed implementation of the Agency Fee provision of our CBA, the committee has come to a decision. At this time the Committee recommends that the dues structure remain at the current practice. This is due in large to the lack of information from the late implementation of Fair Share. We further recommend, that the committee continue for another year to report back at the 67th SEA Convention with an informed recommendation(s) for the membership to consider.

The committee respectfully requests the acceptance of this report, and that the recommendations be acted upon and implemented.

Committee Members:

- John Amrol
- Avis Crane
- Kathy Dudley
- Murray Howlett
- Brian Pike, Chairperson
- Ken Roos
- Barbara Tors
- Kathy Desjardin, SEA Staff