

***Winning Together:
Fair Dues for a
Stronger Union***



Reference Guide For ASEA Members

Progressive Dues Structure



Dear Sisters and Brothers,

In 2007, the ASEA Executive Board adopted an organizational strategic plan designed to ensure the long-term success of our union. One of the plan's key components is the implementation of a "progressive" dues structure. By definition, this means ASEA members would pay dues based on their respective salary levels, rather than at the existing flat rate. In other words, those who are fortunate enough to receive higher earnings from the employer will pay more in dues, while those who receive less from the employer will pay less in dues. It's that simple.

I hope you will take a few minutes to read through this brochure – it explains in more detail how a progressive dues structure works, where ASEA's dues money goes, and why the proposed change is needed at this time. I believe that implementing this proposed change in ASEA's dues structure is the best way to fund our union going forward. It is an equitable system that will make us stronger in the future.

Please feel free to contact any ASEA State Executive Board member or ASEA Staff member if you have any questions. Please remember to vote.

In solidarity,

President
State Executive Board
ASEA/AFSCME Local 52



What is the Progressive Dues Structure?

The term “progressive dues” means a structure that determines the dues rate members pay on the basis of their base wage earnings. Member dues are determined in relation to salary – those who earn more will pay higher dues, while those who earn less will pay lower dues. You can see how this will affect you in the chart on page 7.

What Are the Benefits of Progressive Dues?

A progressive dues structure will benefit our union and our members.

Progressive dues:

- Create equity and fairness; dues are determined in relation to salary, not a flat rate
- Eliminate the need for future changes in the dues structure
- Provide a long-term stable revenue source to fund ongoing operations and increase services to members
- Provide resources to meet the goals of ASEA’s Strategic Plan adopted by the State Executive Board in December 2007

“I feel this is a fair and equitable way to financially support our Union’s future and all of its members.”

Charles “Chuck” Stewart – Anchorage



“I support the progressive dues structure because it’s the right thing to do. It’s fairness with all the members of Local 52.”
Diane Kendall - Tok

“The dues structure allows this union to move forward into the future to maintain a strong and healthy presence for our children and to ensure they have good paying jobs and a safe environment.”

Zuzanna Bobinski - Fairbanks



“As a CNA I appreciate what the Union has done for me and my co-workers. Our work place is safer because of ASEA. I support everyone paying a fair percentage for our Union benefits.”

Phillip Hill - Sitka

Why Are We Doing This Now?

In December 2007, ASEA's Executive Board adopted a Strategic Plan for the long-term success of our union. Progressive dues will generate the resources we need to meet the following goals:

- Organize new bargaining groups and increase active membership
- Increase financial resources of the Union to meet member needs
- Improve internal communications and member education
- Strengthen ASEA's public image and increase public awareness of the valuable services ASEA members provide to Alaskans
- Increase ASEA Local 52's political strength by advancing legislation and issues important to our members (no member dues are used for supporting political candidates)

"The Progressive Dues Structure (PDS) will promote solidarity amongst our members and ensure the future economic viability and strength of ASEA."

Jerry Soplanda - Fairbanks



Where Does Your Dues Money Go?

Member Services (35%)

The member services portion of dues pays for steward and officer training, the Solidarity Update and ASEA in Action publications, membership elections, public relations, lobbying for issues important to our members, internal and external organizing, and member committees.

Operating Expenses (35%)

This portion of dues ensures you have representation for worksite issues. Operating expenses include funding for the business agents who represent you on worksite issues and file grievances and arbitrations to enforce our contract and protect your job. This also includes the general operating expenses of the Union.



"I fully support the progressive dues structure proposal. In my view, this is a fairer way for our dues to be calculated."

Chris Lyou - Anchorage



AFSCME Per Capita (22%)

A portion of dues goes to AFSCME International for services such as member training on work related issues, assistance in steward and officer training, monetary and staff support for internal and external organizing, and lobbying the U.S. Congress on issues that are important to all public employees.

“Progressive Dues Equals Progressive Pay.”



Steve Gentle - Bethel

Governance Expense (4%)

The direct member involvement in determining the policy of ASEA and AFSCME International is included in this category. The costs of the ASEA State Executive Board, the ASEA Biennial Convention, and the delegates to the biennial AFSCME International Convention are activities that provide for ASEA members to determine the policy of your Union.

Retention of dynamic hardworking co-workers at lower salary steps requires a fair system of equitability in dues structure.

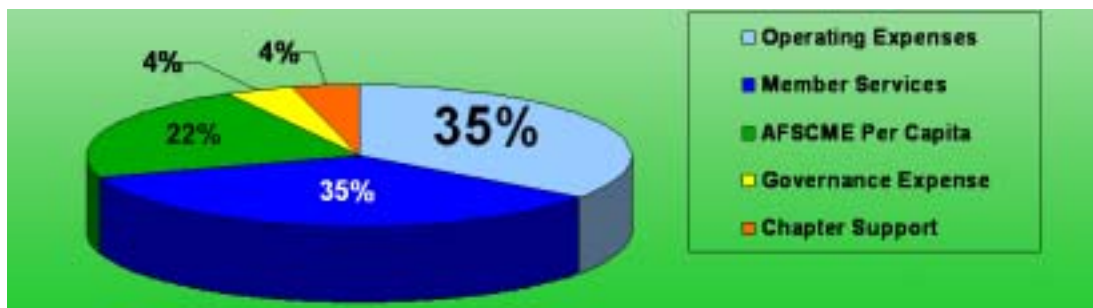
Randall Madigan - Anchorage



Chapter Support (4%)

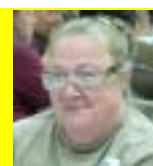
This portion of your dues is returned to the 19 ASEA chapters. Chapters determine how to use this money. Chapters conduct elections for their officers and stewards, hold informational and worksite meetings, participate in local events such as parades, marches, provide assistance to non-profit organizations, and hold chapter member picnics.

Allocation of Dues by Percentage



“As state employees we all receive the benefits of progressive raises and merit increases and so the small amounts of the progressive dues restructure needs to be favorably considered.”

Millie Twitchell - Bethel



Dues Structure Formula

*The Progressive Dues Structure - adopted by the 12th ASEA/AFSCME
Local 52 Biennial Convention February 2008*

Base dues of \$5.00 per pay period plus a percentage of base wage earnings:

1% of the base wage earnings up to and including \$833.00

1.05% of the base wage earnings above \$833.00 up to and including \$1,667.00

1.10% of the base wage earnings above \$1,667.00 up to and including \$2,500.00

1.15% of the base wage earnings above \$2,500.00 up to and including \$3,333.00

1.20% of the base wage earnings above \$3,333.00 up to and including \$4,167.00

1.25% of the base wage earnings that is greater than \$4,167.00 for that pay period.



"I support progressive dues structure because it is fair and because it will be based on the ability of members to pay. It will help the state and union to stabilize recruitment and retention of employees."

Hal Cleck-Juneau

"The time has come to adopt an equitable dues structure that factors in the differences in wages among our membership. This will result in a stronger union that takes better care of its membership."

John Winters - Soldotna



Progressive Dues Chart – Dues as a Percentage of Payroll per Pay Period

*Percentages are rounded

ALL GGU		Current Dues Structure		Progressive Dues Structure	
<u>Annual Wage</u>	<u>Per P/P</u>	<u>Dues</u>	<u>Real %</u>	<u>Amount</u>	<u>Real %</u>
12,000.00	500.00	21.42	4.28%	10.00	2.00%
14,000.00	583.33	21.50	3.69%	10.83	1.86%
16,000.00	666.67	21.59	3.24%	11.67	1.75%
18,000.00	750.00	21.67	2.89%	12.50	1.67%
20,000.00	833.33	21.75	2.61%	13.33	1.60%
22,000.00	916.67	21.84	2.38%	14.21	1.55%
24,000.00	1,000.00	21.92	2.19%	15.08	1.51%
26,000.00	1,083.33	22.00	2.03%	15.96	1.47%
28,000.00	1,166.67	22.09	1.89%	16.83	1.44%
30,000.00	1,250.00	22.17	1.77%	17.71	1.42%
32,000.00	1,333.33	22.25	1.67%	18.58	1.39%
34,000.00	1,416.67	22.34	1.58%	19.46	1.37%
36,000.00	1,500.00	22.42	1.49%	20.33	1.36%
38,000.00	1,583.33	22.50	1.42%	21.21	1.34%
40,000.00	1,666.67	22.59	1.36%	22.08	1.32%
41,225.00	1,717.71	22.64	1.32%	22.64	1.32%
42,000.00	1,750.00	22.67	1.30%	23.00	1.31%
44,000.00	1,833.33	22.75	1.24%	23.91	1.30%
46,000.00	1,916.67	22.84	1.19%	24.83	1.30%
48,000.00	2,000.00	22.92	1.15%	25.75	1.29%
50,000.00	2,083.33	23.00	1.10%	26.66	1.28%
52,000.00	2,166.67	23.09	1.07%	27.58	1.27%
54,000.00	2,250.00	23.17	1.03%	28.50	1.27%
56,000.00	2,333.33	23.25	1.00%	29.41	1.26%
58,000.00	2,416.67	23.34	0.97%	30.33	1.26%
60,000.00	2,500.00	23.42	0.94%	31.25	1.25%
62,000.00	2,583.33	23.50	0.91%	32.21	1.25%
64,000.00	2,666.67	23.59	0.88%	33.17	1.24%
66,000.00	2,750.00	23.67	0.86%	34.13	1.24%
68,000.00	2,833.33	23.75	0.84%	35.08	1.24%
70,000.00	2,916.67	23.84	0.82%	36.04	1.24%
72,000.00	3,000.00	23.92	0.80%	37.00	1.23%
74,000.00	3,083.33	24.00	0.78%	37.96	1.23%
76,000.00	3,166.67	24.09	0.76%	38.92	1.23%
78,000.00	3,250.00	24.17	0.74%	39.88	1.23%
80,000.00	3,333.33	24.25	0.73%	40.83	1.23%
82,000.00	3,416.67	24.34	0.71%	41.83	1.22%
84,000.00	3,500.00	24.42	0.70%	42.83	1.22%
86,000.00	3,583.33	24.50	0.68%	43.83	1.22%
88,000.00	3,666.67	24.59	0.67%	44.83	1.22%
90,000.00	3,750.00	24.67	0.66%	45.83	1.22%
92,000.00	3,833.33	24.75	0.65%	46.83	1.22%
94,000.00	3,916.67	24.84	0.63%	47.83	1.22%
96,000.00	4,000.00	24.92	0.62%	48.83	1.22%
98,000.00	4,083.33	25.00	0.61%	49.83	1.22%
100,000.00	4,166.67	25.09	0.60%	50.83	1.22%

Frequently Asked Questions

1. Why are the dues on the low end of the wage scale still paying a higher percentage of base wage earnings?
Everybody pays a flat rate of \$5.00 per pay period which results in the higher percentage at lower ranges.
2. What are base wage earnings? Does it include geographic differential, shift differential, overtime, or leave cash-in payments?
Base wage earnings are the wages you are paid on the appropriate salary schedule for your work location (including any geographic differential) as provided in Article 21.01, 21.02, & 21.03 of the GGU Collective Bargaining Agreement. Dues are not calculated on overtime, any shift differential payment, or for leave cash-in payments.
3. How is this different from the current dues schedule?
It reduces the flat rate per pay period from \$20.92 to \$5.00 per pay period and then makes dues progressive based on base wage earnings.
4. Why now and why does it have to happen before January?
The delegates at the 2008 ASEA Biennial Convention adopted the constitutional amendment and the ASEA State Executive Board set the election schedule to best accommodate a majority of the members.
5. What are we paying in dues as compared to other unions in the state?

Per Pay Period			
Dues for	Representing	Flat Rate	Plus a Percentage
ASEA	GGU on Progressive Dues	\$5.00	1% to 1.25% of base wage earnings
APEA	Supervisors	\$23.68	None
ACOA	Correctional Officers	\$35.00	None
IBU	Marine Highway	\$40.50	None
PSEA	State & Municipal Police	\$50.00	None
IBEW	Electrical Workers	\$7.50 or \$13.00	2% or 3% of Salary
LABORERS	Local 341 - ASEA Staff	\$14.00	2% of ALL wages

6. What is the ASEA Strategic Plan and Goals?
See the Strategic Plan on page 4 of the members reference guide.



“I support progressive dues because it will increase services to our members and ensure they receive adequate representation from the union when it is needed most. I urge you to vote yes for progressive dues.”
Stephen Wright –JunEAU



Frequently Asked Questions (continued)

7. Where is the dues money going now?

See “Where does your dues money go” on pages 4 and 5 of the members reference guide.

8. Where will the increased revenues go?

As provided in Article 10.05 of the ASEA Constitution, Chapters receive 4% of the total dues collected. Based on the Progressive Dues formula it is estimated that revenues returned to the Chapters will increase by 13%. The first priority for the rest of the increased revenues will be to balance the ASEA budget. Other spending priorities will be set by the ASEA State Executive Board to meet the goals of the ASEA Strategic Plan.

9. What keeps the ASEA dues from going up in the future even if we pass the Progressive Dues Structure?

We do not see a need to change the formula in the future because dues revenues will increase as our membership grows and member wages increase.

10. Why isn't the Union tightening their belt?

We have continued to control costs while revenues have not kept up with inflation and will continue to look for ways to control spending. However, costs of providing services to members continue to increase because of inflation.

11. How are my dues going to change?

You can compute your dues using the formula on page 6 of the member's reference guide or contact a business agent for assistance.

12. What happens if we don't pass the Progressive Dues Structure now?

The Union will continue to operate in the “red” (deficit position). We will not be able to meet our members' needs and strengthen the Union as outlined in ASEA's Strategic Plan.

“A balanced budget is a benefit and the progressive dues system helps strengthen our union by balancing the budget.”

Dawn Bundick - Anchorage



“I have worked for the State of Alaska for 27 years starting as a clerk typist. Even at that time I believe the dues structure was not equitable with those employees earning a higher salary. My dues will increase but FAIR is FAIR.”

Bette Watts - Fairbanks

Important Dates

August 8

Notice of Vote on Progressive Dues – Details about the vote on Progressive Dues are sent to members.

September 12

Ballots for Progressive Dues Vote mailed – Member ballots for the Progressive Dues vote are mailed to GGU members.

October 23

Final Day for Ballot Submission – All Progressive Dues ballots will be counted.



“In order for the Union to maintain the representation that we come to expect, especially during this time of economic stress, it is necessary to restructure our dues. The Progressive Dues process is fair and equitable to all members because it is based on the premise that those of us that make more should pay more. I support the progressive Dues restructuring because it is the right thing to do.”

Val Kenny -Anchorage

CONTACT INFORMATION

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Progressive Dues Structure Chapter Leaders of ASEA/AFSCME Local 52

(Alaska State Employees Association/American Federation of State, County and Municipal Employees)

Local Chapter Contact _____

