

## ASEA Member Dues

Each member working pays a minimum \$5.00 base in dues, plus a progressive percentage of their base wage earnings. The progressive dues structure was determined by a vote of the ASEA members in October 2008. Dues are deducted each pay period from your pay after submission of a completed GGU Authorization for Payroll Deductions Form.

### Where Does My Dues Money Go?

There are five (5) major categories into which your monthly dues are divided, they are as follows:

#### MEMBER SERVICES (35%)

Steward and Officer training, member communications, membership elections, public relations, internal and external organizing, working on issues important to our members including safety, security, planning, and training, and conducting statewide and worksite meetings.

#### OPERATING EXPENSES (35%)

This portion of your dues is used to ensure that you have the right of due process, representation, and advocacy on worksite issues. The Business Agents, who represent you on worksite issues, file grievances and arbitrations to enforce our contract and protect your job. This category also includes the general operating expenses of your Union.

#### AFSCME PER CAPITA (22%)

A portion of your dues goes to AFSCME International so that we can access their resources. These services include, but are not limited to, the following: member training on work related issues; assistance in steward and officer training; monetary and staff support for internal and external organizing and legal advice and assistance for contract negotiations, and economic analysis and research.

#### GOVERNANCE EXPENSE (4%)

The governing body of your Union is the ASEA State Executive Board and the ASEA Biennial Convention. Members like you are elected as delegates to the Biennial AFSCME International Convention which allows the ASEA Members to help shape and determine the goals and policies of your Union.

#### CHAPTER SUPPORT (4%)

This portion of your dues is returned to the 21 ASEA Chapters. Chapters determine how to use this money. Chapters conduct elections for their officers and stewards, hold informational meetings and events, participate in local community events, provide assistance to non-profit organizations, fund scholarships and hold Chapter member solidarity events.

**Who sets  
the dues?**

**We do! The  
members of ASEA!**

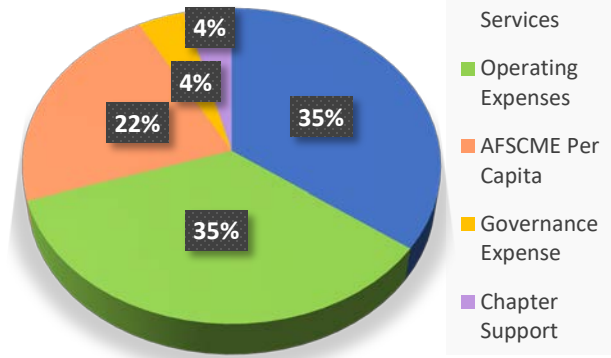


## Who Established the Dues?

**ASEA Members** – In accordance with the ASEA/AFSCME Local 52 Constitution, the dues rates shall not be adjusted except by a simple majority vote of the members voting.

## WHAT DO I GET FOR MY DUES?

In general terms, your dues buy job security, improved working conditions through collective bargaining, contract enforcement and a host of other benefits. These benefits are a result of the many hard-fought battles won by your Union.



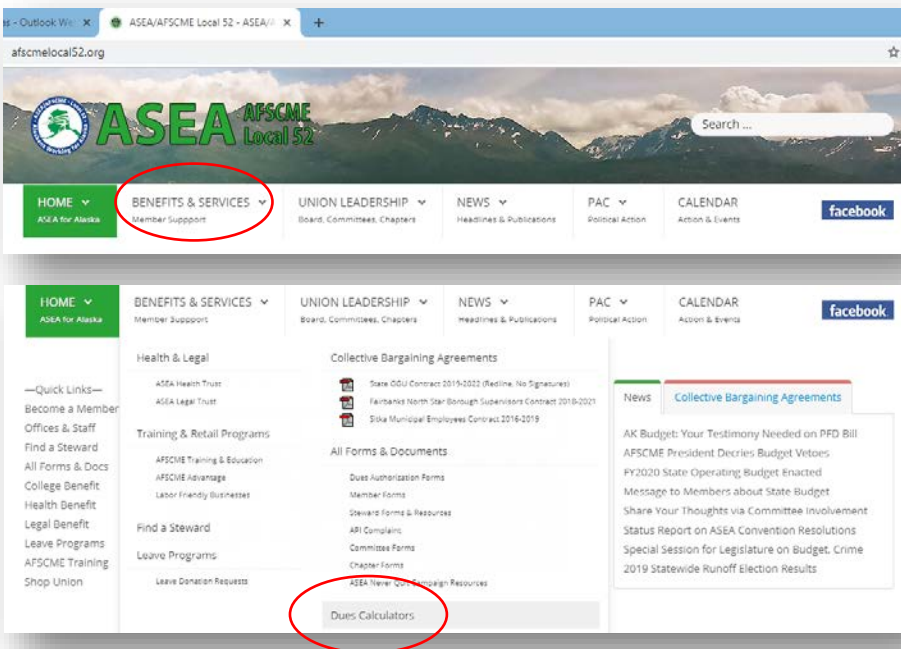
## HOW ARE MY DUES DETERMINED?

The dues rates for individual bargaining unit members shall be:

- Base dues of \$5.00 per pay period,
- 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 greater than \$4,167.00 for that pay period

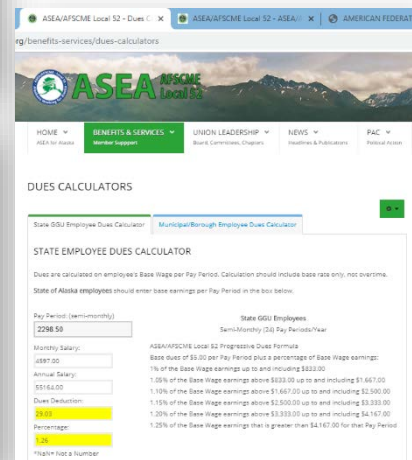


Calculate your dues on the ASEA website.



[www.afscmelocal52.org](http://www.afscmelocal52.org)

Select  
**'BENEFITS & SERVICES'**  
click on  
**'Dues Calculators'**



## WHERE DO I FIND THE DUES FORM?

The ASEA dues form is your ASEA Membership form. The form is in the back cover of this handbook and online at <https://www.afscmelocal52.org/member>. Question? Contact your local ASEA office.

