

AFSCME Local 517
Progressive Dues Committee Meeting
Forest Lake Service Center
May 27, 2010

Present: Beatrice Smith (City of Forest Lake), Christy Main, Arthur LaRue, Barb Lunn, Lori Simon, Jeff Birttnen, Judie Atkins, Kathy Cunnien

Absent: Jodi Hilber, Beth Clendenen, Kristine Krawczewski, Barb Christianson

Background on Progressive Dues: At the 2006 AFSCME International Convention, Locals from nationwide voted to approve a Resolution to implement a progressive dues structure by January 1, 2011. If not implemented by that date, then 2% would automatically be deducted from the member's base pay until a progressive dues structure is implemented (this was part of the Resolution and not a mandate by International). The intent of the Resolution was to implement a more fair dues structure based on one's pay. At the International Convention this month, there will be an Amendment to postpone the implementation date due to current economic conditions (our Local will be voting in favor of the delay). Although it is likely to pass, we need to be prepared in case it does not.

At the April General Membership Meeting, several members at higher pay levels voiced opposition to the first recommendation of 1.1% of annual base pay. They felt their dues would increase too much and they were being penalized for making more money. The Progressive Dues Committee selected 1.1% because that was the minimum amount needed to maintain our Local's current funding, and that it would be more fair to part-time employees as they were paying just as much as full-time employees. Since then, Christy added several new members to the committee in order to get a greater cross-section of members.

The purpose of this evening's meeting was to explore other options besides 1.1%. Another option is to base dues on a member's hourly pay as this would still meet the definition of "progressive." A chart was distributed showing dues based on 80% of one hour's pay. This percentage is the minimum amount required to maintain the current funding level for running our Local. There was discussion regarding the impact this option would have at various pay levels and employment status (full vs. part time).

- This option isn't as fair to part-time employees as they'll still be paying the same as full-time members. They've been subsidizing full-time employees all along (over 100 employees are part time).
- This option was more agreeable to higher income members as it decreases their dues compared to the 1.1% option. They feel they shouldn't be penalized just because they make more money.

There was a motion to recommend to Local 517 Membership that we go with 80% of one hour's pay to be implemented as late of a date as possible. M/S/C.

Once the membership approves a progressive dues structure (there are two readings and then a vote), a Constitutional Amendment is submitted to International AFSCME for approval. It should be noted that although this would be implemented as late as possible, it does not prevent the matter from being reopened.