

Union Dues Explanation – September 2014

Overview

Union dues are paid by each member of the bargaining unit in order to pay for expenses relating to administrating the collective bargaining agreement. This money allows HCU to do the following:

- Pay for subs so members can have representation when meeting with management.
- Allow the bargaining team to attend bargaining meetings.
- Have an office that officers and members meet at to discuss issues in private.
- Have an office manager who answers phones and works with the treasurer to ensure that the union's finances are in order.
- Pay for an auditor to make sure that union dues are being used properly.
- Allow an officer to take full time release to attend meetings and work on member issues.
- Pay for an HCU website to allow members to stay up to date.
- Send members to trainings to help them be better work site leaders.

Components of your union dues

There are three components of your union dues: HCU dues, Affiliate percapitas, and group insurance. Each component can change over time so your union dues can change from year to year.

HCU Dues

This is the amount that HCU charges you to run the organization. This is set by the HCU bylaws and can be amended by members of HCU. The current rate is on half of a percent (0.5%) of your yearly strait time pay. For simplicity, the district uses your annualized salary that is on your yearly contract (the thing in iVisions).

Affiliate Fees

This is the amount that we pay to our affiliates to be a part of their organization. This money is used to support state-wide and national efforts to protect workers and advocate in Washington DC. and Salem. These rates are set in the bylaws of those organizations and can be changed at convention. These are usually tiered based off your yearly salary.

Group Insurance

When HCU was created, the members approved a group liability insurance plan for each of our members.

2014-15 Dues Rates

This is the latest rates that went into effect on September 1, 2014. Take your yearly income and figure out what tier you are on. Calculate 0.5% of your monthly income and add the Affiliate total to get your monthly dues.

Yearly Income Tiers	Total	AFT National	AFTOR	NOLC	AFL-CIO	Insurance
36,117 and Above	55.10 + .5%	\$18.23	\$35.00	\$0.42	\$1.05	\$0.40
36,000 to 36,117	45.99 + .5%	\$9.12	\$35.00	\$0.42	\$1.05	\$0.40
14,626 to 35,999	28.49 + .5%	\$9.12	\$17.50	\$0.42	\$1.05	\$0.40
14,000 to 14,625	23.93 + .5%	\$4.56	\$17.50	\$0.42	\$1.05	\$0.40
8,880 to 13,999	15.18 + .5%	\$4.56	\$8.75	\$0.42	\$1.05	\$0.40
8,500 to 8,879	12.90 + .5%	\$2.28	\$8.75	\$0.42	\$1.05	\$0.40
8,499 and Below	8.53 + .5%	\$2.28	\$4.38	\$0.42	\$1.05	\$0.40

Example: You make \$24,000 a year. Your monthly income is \$2,000. The .5% is \$10 a month. Add the affiliate percapita of \$28.49 and your monthly dues is \$38.49

How the percapita tiers are calculated

September 2014

Overview

Some of our affiliates use a tier system based on income to determine percapita rates. The reasoning behind this system is that a flat percapita rate is harmful to lower wage members. In order to be more inclusive, both AFTOR and AFT National have tier systems. Percapita rates are set by the constitution and bylaws of each affiliate and can be changed at convention through the amendment process.

AFT Oregon percapita tier system

You can find the language that governs percapita rates in Article II Section 1(a) of the AFTOR Bylaws. As of 2012, the base percapita rate was set at \$35 a month. The other tiers are then specified in the following sub-section. The different tiers are all based off the annual salary.

- Between \$14,000 and \$36,000 a year pay one-half the base monthly rate. ($\$35 / 2 = \17.50)
- Between \$8,500 and \$14,000 a year pay one-fourth the base monthly rate. ($\$35 / 4 = \8.75)
- Less than \$8,500 a year pay one-eighth the base monthly rate. ($\$35 / 8 = \4.38)

AFT National percapita tier system

The language for percapita rates are in two places within the AFT National Constitution and Bylaws. The base monthly rate is set in Article VIII Section 1 of the Bylaws. As of 2014, the base percapita rate was set to \$18.23. The tiers are defined in Article III Section 6 of the Constitution.

Subsection (a) says that members whose salary is less than the beginning teacher's salary pay one-half the monthly dues rate. HCU doesn't have any licensed teachers in our union so we must use the salary for Hillsboro Education Association (HEA) as our beginning teacher's salary. In 2014, that salary was \$36,117 a year. That means people making less than \$36,117 a year only pay \$9.12 a month.

Subsection (b) and (d) specify the other two tiers. These tiers have a base threshold that increases each year based off the Employment Cost Index which is published by the US Department of Labor. Each year, AFT National notifies HCU of the new rates so we can contact Payroll.

The one-quarter rate was at \$14,000 in 2011 and has risen to \$14,626 in 2014. That means members making less than \$14,626 a year pay \$4.56 a month.

The one-eighth rate was \$8,500 in 2011 and has risen to \$8,880 in 2014. That means members making less than \$8,880 a year pay \$2.28 a month.

AFT Nation Tier Summary

- Full Dues: Yearly salary of \$36,117 or more pays \$18.23 a month.
- Half Dues: Yearly salary between \$14,626 and \$36,116 pays \$9.12 a month.
- Quarter Dues: Yearly salary between \$8,880 and \$14,626 pays \$4.56 a month.
- Eight Dues: Yearly salary less than \$8,880 pays \$2.28 a month

If you have questions about how this works or need help figuring out your rate, contact the HCU office.