

Professional Staff Union Dues FAQ:

We left SEIU 888 and affiliated with the MTA because our members overwhelmingly voted to do so. We have already benefited from our MTA membership: it was the MTA who won us our retro money! The MTA has a different structure than SEIU. PSU is now its **own independent union** within the MTA. With this independence comes responsibility. Under our affiliation agreement with MTA, the PSU is responsible for developing our own budget, providing additional staffing and member benefits, and paying the cost of arbitrations. We are also responsible for setting our own dues rate, collecting our dues and paying our bills. We've begun to meet those responsibilities by developing a realistic long term budget.

WHY DO WE NEED TO PAY DUES?

Dues fund our union, paying per member assessments to both MTA and NEA organizations. These cover member benefits as well as the associated costs of providing support for representing members and operating a business. These assessments total 74% of the total dues we pay in 2006, increasing to 86% in 2007, and 107% in 2008 because of increases mandated by MTA and NEA. The remainder is the income the PSU has for operating expenses and servicing.

HOW MUCH DUES DO WE PAY NOW?

The dues rate for regular full-time members is currently \$10.40 per week.

WHY DID WE NEED TO INCREASE OUR DUES?

The costs of representing our members have increased. In addition to our affiliation costs, these include arbitrations, negotiations, and staffing expenses. PSU also must budget to be a sustainable organization.

HOW MUCH IS THE INCREASE?

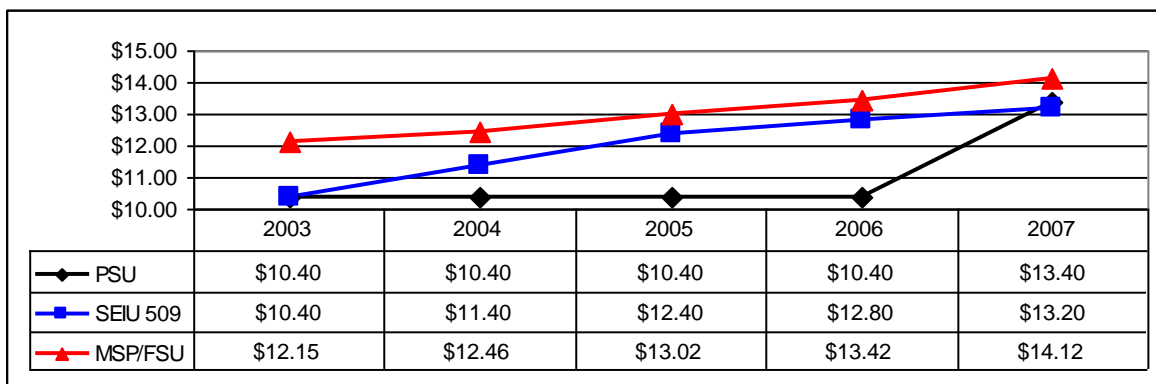
The union has approved a \$3 per week increase for regular full-time members.

WHEN WAS THE LAST DUES INCREASE?

The last time our dues were increased was in 2001.

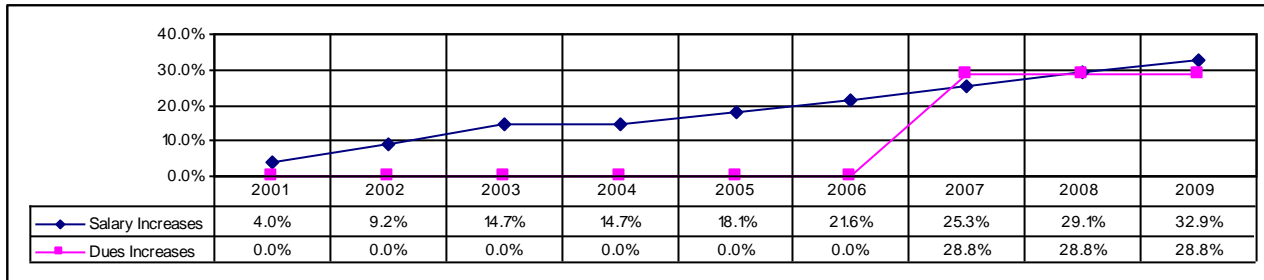
HOW DO PSU DUES COMPARE WITH OTHER UNIONS?

Other unions have continuously raised their dues. When we left SEIU 509 in 2003 our dues were \$10.40 per week. Since then SEIU 509 has had yearly dues increases while ours has remained the same. This is true for other unions as well. The chart below compares our dues rate with that of SEIU 509 and the Faculty Staff Union/Massachusetts Society of Professors (FSU/MSP).



HOW DOES THE DUES INCREASE COMPARE WITH OUR SALARY INCREASES?

Between 2001 - 2007 PSU members have seen an increase in our wages of 25.29%. We are projecting that by 2009 our salaries will have increased by a total of 32.9%. The dues increase is 28.8%. **Dues will not be increased again until at least 2010.**



WHAT PROPORTION OF OUR SALARIES DO WE PAY IN DUES?

While this exact figure differs depending on your salary level, the table below shows the percentage of salary that a member who earned \$40,000 in 2000 paid in dues each year projected through 2009. In other words, **the dues increase will restore us in 2007 to the same proportion that we paid in 2000.**

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Salary Level	\$40,000.00	\$41,600.00	\$43,680.00	\$45,864.00	\$45,864.00	\$47,239.92	\$48,657.12	\$50,116.83	\$51,620.34	\$53,168.95
Dues Level	\$540.80	\$540.80	\$540.80	\$540.80	\$540.80	\$540.80	\$540.80	\$696.80	\$696.80	\$696.80
Dues Percentage	1.4%	1.3%	1.2%	1.2%	1.2%	1.1%	1.1%	1.4%	1.3%	1.3%

WHAT WOULD HAVE HAPPENED IF WE DIDN'T INCREASE OUR DUES?

We would not be able to meet our responsibilities as independent union. Our expenses would have exceed our revenues.

The table below shows how the dues increase will allow us to build a stable union with ample reserves to meet any contingencies.

\$3 Dues Increase (*July 1, 2007)			
	FY 2007 (Half)	FY 2008	FY 2009
Members	1,500	1,500	1,500
Dues/week	\$10.40	\$13.40	\$13.40
Dues/year	\$270.40	\$696.80	\$696.80
Local Revenue	\$405,600.00	\$1,045,200.00	\$1,045,200.00
MTA/NEA Expense	\$300,825.00	\$702,300.00	\$867,000.00
Revenues - MTA/NEA	\$104,775.00	\$342,900.00	\$178,200.00
Other Expenses	\$107,860.00	\$175,220.00	\$176,990.00
Yearly Reserve/Debt	(\$3,085.00)	\$167,680.00	\$1,210.00
Accumulated Reserve/Debt	(\$3,085.00)	\$164,595.00	\$165,805.00

The table below shows what will happen if we fail to increase our dues rate.

No Dues Increase			
	FY 2007 (Half)	FY 2008	FY 2009
Members	1,500	1,500	1,500
Dues/week	\$10.40	\$10.40	\$10.40
Dues/year	\$270.40	\$540.80	\$540.80
Local Revenue	\$405,600.00	\$811,200.00	\$811,200.00
MTA/NEA Expense	\$300,825.00	\$702,300.00	\$867,000.00
Revenues - MTA/NEA	\$104,775.00	\$108,900.00	(\$55,800.00)
Other Expenses	\$107,860.00	\$175,220.00	\$176,990.00
Yearly Reserve/Debt	(\$3,085.00)	(\$66,320.00)	(\$232,790.00)
Accumulated Reserve/Debt	(\$3,085.00)	(\$69,405.00)	(\$302,195.00)