

2008 BYLAWS AMENDMENT Proposal #3

ARTICLE IV DUES

State dues for membership in PSE shall be as follows:

1 **A. Active Members**

2 Dues shall be one and five-tenths percent (1.5%) of each member's gross monthly
3 earnings or \$50 per month, whichever is less. The monthly dues cap (adopted in 2005)
4 will be increased in odd-numbered years by \$1.00 until 2015 inclusive. Newly organized
5 chapters will be offered the introductory rate of 1.2% for the duration of their first
6 contract. Beginning September 1, 2007 a special assessment of \$1.00 per member per
7 dues-paying month will be assessed. Assessment monies will be used only to fund a
8 public relations campaign. The assessment will end on August 31, 2009. **Members**
9 **joining PSE for the first time after September 1, 2008 will pay an initiation fee of**
10 **\$25, to be collected at the same time as their first month's payment of dues or**
11 **other fees.**

RATIONALE: Charging a fee to join an organization is a common practice. A fee often adds perceived value to membership in any organization. PSE researched other unions to see what their dues structures were. Of the 13 unions surveyed, 10 charged an initiation fee. These fees range from \$10 to \$667 with the fee increasing depending on the salary. Four of the unions charged \$25 or less and the others were more. We have a fair amount of turnover each year and this would provide a permanent stream of revenue into the organization. Board members wanted to make it clear that this was a one time only fee. This amendment is a means of raising revenue which will not burden current members, who will be "grandfathered." It is also a way of sharing the investment that our current members have made in the state organization through their many years of loyal membership and dues payment. The fee is paid only once, and would not be charged again if a member separates and moves to another PSE employer or returns after employment outside of PSE. This would not apply to temporary employees who are not considered members. It would only apply to the bargaining unit members. Rules for agency fee payers and religious objectors would apply to this fee. This income could be used any number of ways. Some examples are to expand our organizing efforts or to continue our PR campaign.

Examples of initiations fees as of February 2008 (amounts dependent on pay):

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| IBEW(Local 77) \$20-\$100 | Teamsters (Local 763) \$50-\$150 |
| Operating Engineers (Local 286) \$35-\$667 | Boilermakers (Local 502) \$50 |
| Laborers (Local 242) \$200-\$500 | Hotel/Restaurant Workers (Local 8) \$50-\$160 |
| Food & Commercial Workers (Local 21) \$25-\$200 | Baker, Tobacco & Grain (Local 9) \$10-\$200 |

FINANCIAL IMPACT: We have approximately 5,000 new members each year which would produce about \$125,000 per year in additional permanent revenue.

SPONSOR: Board of Directors

RECOMMENDATIONS:

Bylaws and Resolutions Committee: **NO RECOMMENDATION**

Board of Directors: **DO PASS**