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New Business Item #: 10

Title: MEA Dues Reduction Proposal

Submitted by: Delegate's Name: Claire Arthurs

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Representing MEA Local/Region: AAEA-P Region 3

Text of proposal:

The MEA RA directs the Secretary/Treasurer and the MEA Board of Directors to adjust the member dues structure to the following wages/salaries below:

\$0 - 20,000: MEA Dues are 1% of member salary (down from 1.1% [\$0-10K] & 1.3% [\$10-20K])

\$20,001 - 30,000: MEA Dues are 1.1% of member salary (down from 1.55%)

\$30,001 - 40,000: MEA Dues are 1.15% of member salary (down from 1.55% [\$30-35K] & 1.6% [\$35-46K])

\$40,001 - 43,000: MEA Dues are 1.2% of member salary (down from 1.6%)

\$43,001 - 45,000: MEA Dues are 1.25% of member salary (down from 1.6%)

\$45,001 - 46,406: MEA Dues are 1.3% of member salary (down from 1.6%)

If after a year, MEA does not recruit 10,000 new members in dues levels below the cap of \$46,406, then MEA would revert to the dues schedule that was in place before this change. If more than 10,000 new members are recruited, a committee would form to explore further dues reductions to increase MEA membership.

Rationale:

ESP locals are struggling to recruit members and many risk disaffiliation due to having less than 30% Dues Paying Members in Good Standing. With salaries in the twenties and thirties, combined with inflation, the cost of dues is prohibitive to even the best efforts to recruit. With many in ESP units needing housing vouchers and food stamps, the amount of dues is money that could otherwise go towards groceries or gas.

If you add the NEA dues to MEA dues, most ESP members pay around 2% of their salary on combined dues and most teachers pay closer to 1.3% of their salary on dues. This is without local dues added so both are slightly higher.

MEA's proposed budget estimates an average dues of \$595 per billed member. While more lower annual fees would pull this average down, more annual fees of \$655 would bring this average up. Having our budgeted estimations be \$595 per billed member tells us that the majority of fee paying members earn \$46,606.

The prediction is that the majority of the revenue needed from membership would stay the same. MEA would lose a bit of money on the members they currently have paying lower dues, the amount of new members this proposal would generate with ESP's easily doubling membership would quickly make up for that loss.

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