

# PROPOSED AMENDMENT TO THE MTA BYLAWS

## Name of Proposed Amendment: Dues

PRESENT TEXT	PROPOSED AMENDMENT
<b>Indicate Article and Section/s:</b> <b>Section 2. Dues</b>	<b>Indicate Article and Section/s:</b> <b>Section 2. Dues</b>
<p>Full-time dues and part-time dues percentages are based upon membership category.</p> <p>A. Active Members</p> <p>(1) Full-Time Dues Except as provided herein, the annual dues of active members shall be the amount approved by the Annual Meeting of Delegates.</p> <p>(2) Part-Time Dues</p> <p>a. The annual dues of an active member, who presents evidence of part-time employment, which is at one-half (1/2) or less than one-half (1/2) of a full-time position in a given school system, shall be 50% of the annual dues of full-time active members.</p> <p>b. The annual dues of an active member who is employed by the University of Massachusetts Trustees or Board of Higher Education who presents evidence of part-time employment which is less than one-half (1/2) of a full-time position, shall be an amount equal to 30% of the annual dues of full-time active members, except that the dues for part-time active members who teach less than three (3) credits per semester shall be 15% of the annual dues of full-time active members.</p> <p>c. The annual dues of an active member who presents evidence that his or her employment was terminated prior to February 1 of a school year in a given school system shall be 50% of the annual dues of full-time active members.</p>	<p>Full-time dues and part-time dues percentages are based upon membership category.</p> <p>A. Active Members</p> <p>(1) Full-Time Dues Except as provided herein, the annual dues of active members shall be the amount approved by the Annual Meeting of Delegates.</p> <p>(2) Part-Time Dues</p> <p>a. The annual dues of an active member, who presents evidence of part-time employment, which is at one-half (1/2) or less than one-half (1/2) of a full-time position in a given school system, shall be <del>(50%)</del><u>26.5%</u> of the annual dues of full-time active members.</p> <p>b. The annual dues of an active member who is employed by the University of Massachusetts Trustees or Board of Higher Education who presents evidence of part-time employment which is less than one-half (1/2) of a full-time position, shall be an amount equal to <del>(30%)</del><u>20.4%</u> of the annual dues of full-time active members, except that the dues for part-time active members who teach less than three (3) credits per semester shall be <del>(15%)</del><u>10.2%</u> of the annual dues of full-time active members.</p> <p>c. The annual dues of an active member who presents evidence that his or her employment was terminated prior to February 1 of a school year in a given school system shall be 50% of the annual dues of full-time active members.</p>

<p>(3) Members Earning Minimal Base Salary or Minimal Annual Income</p> <p>a. An MTA active member whose base salary for the employment that qualifies him or her for MTA active membership is less than eighteen thousand dollars (\$18,000) or an active MTA member whose annual income from the employment that qualifies him or her for active membership is less than eighteen thousand dollars (\$18,000) due to an unpaid leave of absence, shall pay thirty (30%) percent of the annual dues of a full-time active member.</p> <p>b. An MTA active member whose base salary for the employment that qualifies him or her for MTA active membership is less than nine thousand dollars (\$9,000) or an active MTA member whose annual income from the employment that qualifies him or her for active membership is less than nine thousand dollars (\$9,000) due to an unpaid leave of absence shall pay fifteen (15%) percent of the annual dues of a full-time active member.</p>	<p>(3) Members Earning Minimal Base Salary or Minimal Annual Income</p> <p>a. An MTA active member whose base salary for the employment that qualifies him or her for MTA active membership is less than eighteen thousand dollars (\$18,000) or an active MTA member whose annual income from the employment that qualifies him or her for active membership is less than eighteen thousand dollars (\$18,000) due to an unpaid leave of absence, shall pay (<del>thirty (30%)</del>) <u>20.4%</u> percent of the annual dues of a full-time active member.</p> <p>b. An MTA active member whose base salary for the employment that qualifies him or her for MTA active membership is less than nine thousand dollars (\$9,000) or an active MTA member whose annual income from the employment that qualifies him or her for active membership is less than nine thousand dollars (\$9,000) due to an unpaid leave of absence shall pay (<del>fifteen (15%)</del>) <u>10.2%</u> percent of the annual dues of a full-time active member.</p>
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**Impact Statement**

Briefly state what would be the result of your change, addition, or deletion:

**Give rationale for your change, addition, or deletion:**

The MTA bylaws in regards to dues for higher education employees have a disproportionately regressive impact on the part-time and non-tenure track staff and faculty members (adjuncts) who are an ever increasing percentage of the higher education units. The regressive impact lies primarily in the fact that most part-time unit members/adjuncts pay a proportionately higher percentage of their salary in dues relative to their full-time colleagues. In addition, pay rates for part-time unit members/adjuncts are typically much lower (expressed as a percentage of a full time equivalent) than they are for full-time members. The combination of lower pay rates and higher dues rates has, over the years, dramatically increased the number of unit members for whom union dues are becoming an economic hardship.

This regressive impact serves as an impediment to increased MTA membership (more and more adjuncts choose to become agency service fee payers rather than full members), it serves as an impediment to organizational strength (it increases disillusionment with the union and reinforces the sense that the union is inequitable in its treatment of part-time faculty), it propagates an inequity within the union itself that should not be tolerated by an institution representing the interests of all of its members, and it serves as a weapon for anti-union activists to argue against the union’s utility for part-time higher education employees. This latter point is especially important in light of the pending

*Friedrichs V. California Teachers Association* Supreme Court case which could compel the MTA to make union membership more palatable to thousands of its most disillusioned unit members.

The proposed updates to Section 2A, 2(a), Section 2A, 2(b), Section 2A, 3(a), and Section 2A, 3(b) would remedy this situation in the following way:

It recognizes that since salaries for part-time members are typically not a pro-rated amount of a full-time salary (that is, the salaries are proportionately much lower), dues for part-time members should be set at a lower percentage of the full-time rate than currently exists. The percentages for part-time member dues rates have been calculated in such a way as to bring the average percentage of a part-timers' salary that is typically paid in dues more in line with the percentage that full-time members pay (based on the median salaries of part-time members at UMass Boston).

While there will be some budgetary impact for the MTA, the amount will be minimal relative to the overall amount of revenues collected annually. There is also good reason to believe that any possible drop in revenues due to the proposed bylaws changes will be counteracted by an increase in union membership resulting from making dues and membership more economically accessible to part-time bargaining unit members.

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