

PROPOSED AMENDMENT TO THE MTA BYLAWS #4

Name of Proposed Amendment: **Dues (2)**

PRESENT TEXT	PROPOSED AMENDMENT
Article IV - Section 2	Article IV - Section 2
<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>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>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>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% 20.4% 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% 10.2% of the annual dues of full-time active members.</p>

SUBMITTED BY:

Ursula Tafe, Faculty Staff Union-UMass Boston
Gertrude (Trudy) Tynan, Massachusetts Community College Council
Anneta Argyres, Professional Staff Union-UMass Boston

MTA BYLAWS AND RULES COMMITTEE:

Recommends adoption (6 - 0)

MTA BOARD OF DIRECTORS:

IMPACT STATEMENT:

This bylaw would lower the dues of active higher ed members whose employment is less than half-time to 20.4% of MTA annual dues. This would be an income reduction for MTA in the range of zero to a maximum of approximately \$138,300, or an average of approximately \$69,100.

It would also reduce the dues of active higher ed members who teach less than 3 credits per semester to 10.2% of the MTA annual dues. This would be an income reduction for MTA in the range of zero to a maximum of approximately \$58,200, or an average of approximately \$29,100.

Consideration of this proposal must occur in conjunction with Proposed Amendment #5 as the membership type codes currently used to capture these are identical. MTA cannot accurately separate them in the membership system. This leads to overlap in the monetary impact analysis, hence the range disclosed above. The maximum listed above assumes that 100% of the members in this category are affected by this bylaw change. The average listed assumes that 50% are affected by this bylaw change. In order to recover the maximum lost active dues revenue, over 1,700 agency fee payers would have to convert to active membership.

Approval of this bylaw change would require the need to expand membership type categories to capture the new dues level percentage categories. The local associations would be required to redistribute their existing members in these categories across the new membership codes.