

PROPOSED AMENDMENT TO THE MTA BYLAWS #5

Name of Proposed Amendment: **Dues (3)**

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>(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>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>(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 20.4% 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 10.2% of the annual dues of a full-time active member.</p>

SUBMITTED BY:

Ursula Tafe, Faculty Staff Union-UMass Boston

Gertrude (Trudy) Tynan, Massachusetts Community College Council

MTA BYLAWS AND RULES COMMITTEE:

Recommends Adoption (4 – 2)

MTA BOARD OF DIRECTORS:

IMPACT STATEMENT:

This bylaw would lower the dues for active members whose base salary or annual income for membership purposes is less than eighteen thousand dollars (\$18,000) from the current assessment rate of 30% to a 20.4% assessment rate AND active members whose base salary or annual income for membership purposes is less than nine thousand dollars (\$9,000) from the current assessment rate of 15% to a 10.2% assessment rate. These changes would result in an income reduction for MTA in the range of zero to a maximum of approximately \$217,000, or an average of approximately \$108,500.

Consideration of this proposal must occur in conjunction with Proposed Amendment #4 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 1,900 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.