

Date: November 15, 2023

To: Local Union Presidents and Secretary-Treasurers

From: Julie Taylor, Business Manager

Re: Minimum Dues Rates Effective January 1, 2024

In accordance with Article IV, Section 2 of the **AFSCME Council 93 Constitution** and Article IX Sections 6 and 7 of the **International Union Constitution**, the minimum dues rates for AFSCME Council 93 locals, **effective January 1, 2024**, are as follows:

	<u>Full Time *</u>	<u>Part Time **</u>	<u>12 Hours or less</u>
International PCT	\$ 15.55	\$ 11.60	\$ 7.80
Council 93 PCT	\$ 26.50	\$ 20.40	\$14.45
Local Share	<u>\$ 3.95</u>	<u>\$ 3.05</u>	<u>\$ 2.30</u>
Total per Month	\$ 46.00	\$ 35.05	\$24.55
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***Full Time – more than twenty hours per week.**

**** Part Time - regular work schedules of twenty or fewer, but more than twelve hours per week.**

The 2024 minimum dues rates reflect the \$2.20 increase per month for Full-time, \$1.65 per month for Part-time and \$1.10 per month for Part-time less than 12 hours detailed in the November 3, 2023 letter from Elissa McBride, International Secretary-Treasurer to International Vice-Presidents, Council Presidents/Directors and Local Union Presidents and Secretary-Treasurers. AFSCME Council 93 adds \$2.50 as per Council 93 Constitution Article IV Section 2.

**Your Dues Rate must be increased
in accordance with one of the options below.**

What effect does this increase to minimum dues have on your local's dues rate?

- **IF** your local's dues rate is **less than \$46.00 for Full-time** as of December 31, 2023, your dues **MUST** be raised to **\$46.00** effective January 1, 2024. **IF** your local's dues rate is **less than \$35.05 for Part-time** as of December 31, 2023, your dues **MUST** be raised to **\$35.05** effective January 1, 2024. **IF** your local's dues rate is **less than \$24.55 for Part-time less than 12 hours** as of December 31, 2023, your dues **MUST** be raised to **\$24.55** effective January 1, 2024.
- **IF** your local's dues rate is **greater than \$46.00** for Full-time members as of December 31, 2022, you must raise your dues by **\$ 2.20**. **IF** your local's dues rate is **greater than \$35.05** for Part-time members as of December 31, 2023, you must raise your dues by **\$ 1.65**. **IF** your local's dues rate is **greater than \$24.55 for Part-time less than 12 hours** as of December 31, 2023, you must raise your dues by **\$ 1.10**.
- All increases as allocated above must be made effective **January 1, 2024** for members to remain in "good standing", unless you request a credit/waiver using the form attached to Secretary-Treasurer Elissa McBride's letter and receive approval from the International Executive Board. A credit/waiver can be requested for the following reasons:
 - Your dues were increased during 2023
 - Your local is on a progressive or percentage dues structure
 - Your local has an unused credit remaining from an earlier year
 - Your local receives special approval from the International Executive Board

The local's constitution should be corrected to reflect your new dues rate. Any increase in a local's dues rate to reflect annual minimum dues increases does not require a vote by the local's membership. Employers will need to be notified of the new rates. Please work with your Staff Representative to ensure notification of the increase of dues is communicated with your Employer.

For those locals with multiple units or chapters, please be sure to notify each and every employer of these changes. Failure to do so may result in a reduced monthly rebate for the local due to the members paying the correct minimum dues rate subsidizing those members that are not paying the correct amounts.

If you need any further assistance or if you have any other questions, please do not hesitate to contact me at (617) 367-6007 or via e-mail at jtaylor@afscme93.org.

Thank you!

Council 93 Minimum Dues Rates for 2024				
By Payroll Frequency				
	Full-Time	Part-Time	Part-Time	
		20hrs to 13 hrs	12 hrs or less	
Monthly Minimum Dues Rate	\$46.00	\$35.05	\$24.55	
Annual Minimum Dues	\$552.00	\$420.60	\$294.60	
Monthly Payroll (12 Paychecks Per Year)	\$46.00	\$35.05	\$24.55	
School Systems (19 Paychecks Per Year)	\$29.05	\$22.14	\$15.51	
School Systems (21 Paychecks Per Year)	\$26.29	\$20.03	\$14.03	
Bi-Weekly Payroll (26 Paychecks Per Year)	\$21.23	\$16.18	\$11.33	
Semi-monthly Payroll (24 Paychecks Per Year)	\$23.00	\$17.53	\$12.28	
School Systems (38 Paychecks Per Year)	\$14.53	\$11.07	\$7.75	
School Systems (42 Paychecks Per Year)	\$13.14	\$10.01	\$7.01	
Weekly Payroll (48 Paychecks Per Year)	\$11.50	\$8.76	\$6.14	
Weekly Payroll (52 Paychecks Per Year)	\$10.62	\$8.09	\$5.67	
Key Points to Remember:				
1) These are minimum dues rates and are required by the International and Council 93 Constitutions.				
2) A vote of the local membership is NOT required to raise the dues to these minimum levels.				
3) A local union may vote to have a dues rate higher than the minimum.				
4) Employers must be notified of the dues increase.				