

## WHERE THE DUES GO AND WHY

Union Dues Breakdown	Full Time
AFT per capita	\$17.10 m
AFT Washington per capita	\$28.36 m
WSLC per capita	\$.85 m
CLC per capita	\$.60 m
\$1,000,000 Liability Insurance (optional)	\$.75 m
\$25,000 Accidental Death Insurance (optional)	\$.20 m
Local dues (variable amount)	

The numbers above are based on the full per capita payments of members earning over \$20,000 per year. Those earning under \$20,000 will pay half the AFT and AFT Washington amounts. Those earning under \$10,000 will pay a quarter of the AFT and AFT Washington amounts. The other amounts are the same for all. The per capita for AFT Washington is higher than others because the membership base on which AFT Washington draws is much smaller. In order to provide the staff services our locals have requested, per capita requirements are high. To provide the services listed below, approximately 75% of AFT Washington's budget is devoted to staff salaries, benefits, and expenses.

## Benefits of affiliation

### **AFT – The American Federation of Teachers**

- National leadership on educational issues
- A voice to congress on educational legislation
- High quality research and publications on key issues for educational workers, including classified and higher education faculty, such as the crisis of health coverage costs, temporary and part-time workforce issues, distance education, academic freedom, and tenure
- Matching legal defense grants
- Union Leadership Institutes and other training programs for collective bargaining, organizing, and other union management issues
- Trained professional staff to advise and assist state federation and locals in all aspect of educational unionism
- Comprehensive educational liability insurance
- Accidental death and dismemberment insurance
- Discount travel, car rental, hotel programs, mortgage, and attorney programs
- National and regional conferences for classified employees and higher education faculty
- International programs that connect us with educational unions throughout the world

### **AFT Washington – American Federation of Teachers Washington**

- State leadership for community and technical college issues and a coalition presence for public school employees
- Lobbying in Olympia for higher education and classified legislation
- Research and communication to locals on legal and legislative developments in Washington state
- Representation and activism with the State Board for Community and Technical Colleges and the Higher Education Coordinating Board
- Monitoring of and advocacy with the Public Employment Relations Commission (PERC), Workforce Training and Education Coordinating Board, Superintendent of Public Instruction (SPI), Health Care Authority, Department of Retirement Systems, Public Disclosure Commission (PDC), Employment Security Department, Department of Corrections, and the Executive Ethics Board
- Matching legal defense grants
- Legal advice and aid, including arbitration preparation, for locals
- Trained professional staff to give individualized advice and assistance to locals in all aspects of educational unionism: collective bargaining, grievances, governance, elections, unfair labor practices, etc.
- A council structure that facilitates information sharing among locals
- A committee structure that provides information and advocacy on key educational and employee issues
- Scholarships and matching grants for member training
- State level member mobilization for political action
- State Union Leadership Institute adapted to local issues
- Free \$1000 death and dismemberment insurance
- Many smaller services to locals too numerous to list

### **WSLC – The Washington State Labor Council, AFL-CIO**

- Connections to the labor community to provide supportive action in times of need
- The shared power of 600 local unions, representing some 450,000 individual union members
- Publications on issues that affect working people in the state and nation
- Support services to the state federation and locals on how changes in state law affect unions
- A policy voice on labor issues, including educational policy
- Conventions and conferences that provide education and networking for union leaders
- Political education and activism to elect worker-friendly political officials
- Grants and services for organizing new locals

### **CLC – Your AFL-CIO county or central labor council**

- Connections to the local labor community to provide supportive action in times of need
- A policy voice on labor issues, including educational policy, in the local communities

- Political education and activism to elect worker-friendly political officials in cities and counties
  - Organizes and supports job site actions in support of collective bargaining and organizing rights
  - Community services outreach work
  - Support of economic justice through groups such as A. Philip Randolph Institute, Alliance for Retired Americans, Asian Pacific American Labor Alliance, Coalition of Labor Union Women, Native American Coalition, and Pride at Work/Out Front Labor Coalition
- In 1993 LWTC faculty salaries were 32nd lowest in the state out of 33 colleges. After our 1995/1996 negotiations our salaries jumped up to 13th in the state. This was a tremendous accomplishment by the union.
  - LWTC is one of the few colleges that place its part-time faculty on the same pay schedule as full-time.
  - In the last four contracts LWTC faculty have gone from 0 to 3 personal days and have gone from 2 paid rapid/in-service days to 8.
  - We changed the definition of one class hour = 60 minutes to one class hour = 50 minutes.
  - We changed the student contact time from 6 hours per day to 5 hours per day and gave the faculty 5 paid office hours.
  - We negotiated that every full-time faculty member be provided an office, computer and phone.
  - Changed the 40 hour work week to the more professional identification of credit hours and 25 hour weekly contact (*still working to improve this one further*)
  - Worked to create a Labor-Management team to work on contract issues during non-bargaining times. Federation focus for this year is Workload and the Full Time Temporary issue
  - Pro-rated sick leave for part time faculty
  - Represent faculty in grievance proceedings
  - Consulted with Attorneys on issues related to faculty rights
  - Represented the members & nonmembers at disciplinary meetings
  - Filed grievances on faculty behalf
  - Represented faculty in negotiation of collective bargaining agreements
  - Absorbed all dues pass through from both AFT and AFTWA for the past ten or so years
  - Lobbied for education issues in Olympia
  - AFT lobbies at the national level
  - Our AFL-CIO affiliation assures you of support in times of need from both the Central & State Labor Councils.
  - We have state resources in terms of help and advisement from our local rep
  - In the past AFTWA helped us in getting our per capita dues up-to-date (covered our short fall)