This proposal would amend Article II (Dues and Assessments), Section 2.a and 2.c.1 (State Dues and Assessments) of the Bylaws by replacing “$10” with “$9.”

ARTICLE II
Dues and Assessments

Section 2. State Dues and Assessments: The specific dollar amount of dues established by this section will be confirmed by the Governing Board prior to the start of the membership year. Active members shall pay dues as follows:

a. Dues for active members shall be seven hundred forty-five thousandths of one percent (.00745) of the average public school teacher’s salary in Minnesota during the previous two years, and any special assessments set forth in the Bylaws. Any dues increase from one year to the next year shall not exceed $10 $9.

c. Dues for active ESP members shall be determined as follows, in addition to any special assessments set forth in the Bylaws.

1. A member whose total annual salary as a member of the bargaining unit is equal to or greater than the PTYASTS (Prior Two-Year Average Starting Teacher Salary) shall pay seven hundred forty-five thousandths of one percent (.00745) of the PTYASTS. Any dues increase from one year to the next year shall not exceed $40 $9.

Moved by Lori Carlson, Education Minnesota - Grand Rapids, Local No. 1314
Seconded by Bill Schwandt, Bloomington Federation of Paraprofessionals

Maker’s Rationale:

Education Minnesota’s state dues are set by a formula. In 2020, the member-led Dues Review Committee recommended a $10 cap be placed on annual dues increases in order to prevent spikes in dues increases that could occur with the formula alone. The current Dues Review Committee is recommending reducing the cap to $9. When this cap was originally put in place, it had been the hope that the dues smoothing (the averaging of two years of salary information) would have taken care of the dues spikes and that the cap would be the safeguard and not be needed too often. It is critical that our union remains financially strong by having the funds to honor all of our financial obligations as well as do the work necessary to support our members. Our dues pay for our member programs, member professional development, organizing to further racial and social
justice, local field staff, legal representation, lobbying at the Capitol on key issues, and so much more. After discussing the budgetary needs to reach our union’s shared objectives, the Dues Review Committee believes we can fulfill these obligations with the dues capped at $9.

**Impact Statement by the Constitution & Bylaws Committee:**

**Relevant Statements of Principle:**

- Commitment to the Members
- Commitment to the Organization
- Commitment to the Labor Movement

*Passage of this proposal would:*

**Representation:** create no impact on representation.

**Financial:** reduce the dues revenue by approximately $65,000 if the cap is activated. This calculation is based on a maximum of $1 per member, with consideration for the pro-ration for those who are less than full time.

**Organizational:** create no organizational impact.

**Compliance:** create no impact on compliance.