

**Dues Cap**

**Whereas**, resolution log #2045 – Fair Dues was referred to the Council Finance Committee; and

**Whereas**, Members have raised concerns about the efficacy and fairness of a dues cap at successive WFSE conventions; and

**Whereas**, WFSE as a union is committed to fairness throughout our union including in the development of fair dues for all members; and

**Whereas**, members at the low end of salaries covered by WFSE can pay a higher dues percentage than members currently at higher salary levels;

**Therefore Be It Resolved:**

That the WFSE /AFSCME Council 28 Constitution, Article VI, Section 1, is amended to read as follows:

Section 1. The monthly membership dues rate of all locals affiliated with this council shall be 1.50% of each member's actual salary, each pay period, computed on each individual's salary range and step, exclusive of overtime, callback and penalty pay, shift differential, standby pay, equipment premium pay, holiday premium pay, terminal leave pay, sick leave cash-out pay, or commute trip reduction payments, up to a maximum of eighty-six dollars and ninety-nine cents (\$86.99) effective July 1, 2019, provided the maximum dues payable shall be increased in direct proportion to the weighted average percentage of general salary increases for all bargaining unit members effective the month the majority of members receive the salary increase.

At the beginning of the next fiscal year following this convention, the monthly dues cap will be increased five dollars (\$5.00) and will be increased five dollars (\$5.00) at the beginning of each fiscal year thereafter for ten years. At the beginning of the 11<sup>th</sup> fiscal year, the cap will be eliminated.

Submitted by the Council 28 Executive Board - April 26, 2019

/s/ Sue Henricksen, Council 28 President      /s/ Tracy Stanley, Council 28 Secretary

**Committee Assignment:**

**Constitution & By-Laws Committee**

**Committee  
Recommendation** \_\_\_\_\_

**Convention  
Action** \_\_\_\_\_