

Since 1910



Local 1000 AFSCME, AFL-CIO

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November 2014

Dear Payroll Officer:

RE: CSEA MEMBERSHIP DUES/AGENCY SHOP FEES EFFECTIVE JANUARY 1, 2015

Please be advised that the Civil Service Employees Association, Inc. is required to amend the Membership Dues/Agency Shop Fee structure each January 1 to meet the annual adjustment of the minimum dues rate required as an AFSCME affiliate.

The enclosed Membership Dues/Agency Shop Fee Deduction Schedule provides for the number of deductions taken annually from your employees based on their annualized salary as of January 1, 2015. **Please note that location pay and overtime are not to be included in an employee's annualized salary.** Employees who receive a raise, increment or longevity pay that is effective after January 1, 2015 would remain at the same membership dues/agency shop fee level for calendar year 2015 that they were paying prior to their raise, increment or longevity pay. New employees would pay membership dues/agency shop fees based on their annualized salary at date of hire. The following examples show the proper rates to be deducted by using the enclosed Membership Dues/Agency Shop Fee Deduction Schedule:

<u>Annualized Salary as of January 1, 2015</u>	<u>Dues/Agency Shop Fee Rate if Deducted Bi-Weekly*</u>	<u>Dues/Agency Shop Fee Rate if Deducted Over 21 Pay Periods**</u>
Under \$5,000	\$6.29	\$7.78
\$5,000 - \$9,999	9.35	11.58
\$10,000 - \$12,999	12.89	15.94
\$13,000 - \$15,999	15.64	19.37
\$16,000 - \$21,999	17.51	21.68
\$22,000 - \$27,999	19.44	24.08
\$28,000 - \$29,999	19.80	24.52
\$30,000 - \$31,999	21.00	26.01
\$32,000 - \$33,999	22.06	27.32
\$34,000 - \$35,999	22.46	27.81
\$36,000 - \$37,999	23.59	29.21
\$38,000 - \$39,999	24.74	30.63
\$40,000 - \$44,999	25.57	31.65
\$45,000 - \$49,999	26.21	32.46
\$50,000 - \$54,999	26.86	33.25
\$55,000 - \$59,999	27.51	34.09
\$60,000 and above	28.17	34.88

* Deductions are continuous each bi-weekly pay period over a full 12 months.

** Deductions are made bi-weekly over a 10 month period.

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