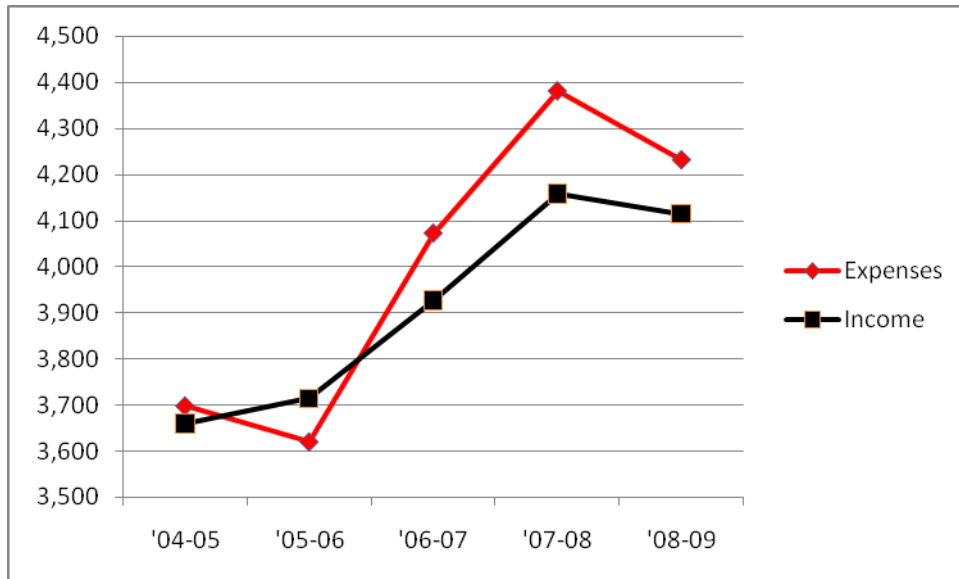


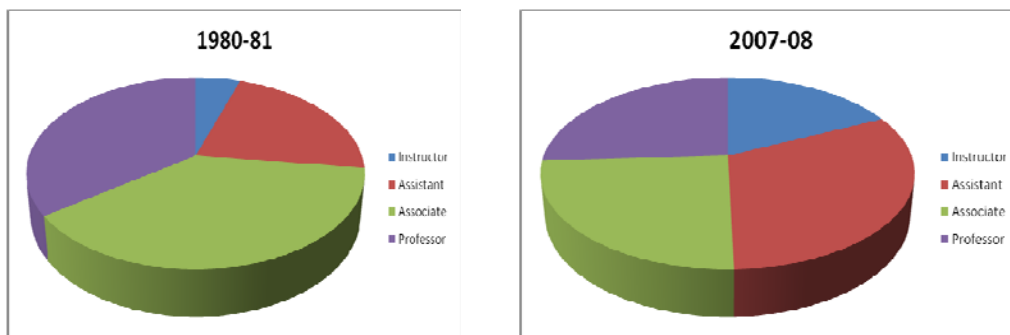
# WHY DO WE NEED A DUES INCREASE?

At the September 2008 APSCUF Legislative Assembly, delegates approved the first general dues increase in the history of APSCUF. The next step is a full membership vote (in a format similar to a contract ratification vote). Here are the reasons why we need a dues increase:

1. Our general budget the last five years has run consistently in the red (and in '03-04, too).



2. The composition of our bargaining unit has shifted to a less revenue producing mix.



3. To satisfy a series of needs and plans, we need fiscal growth – not maintaining the same budget.

# WHY DO WE NEED A DUES INCREASE?

Deficit	\$82,000
Staff contract	\$???
Strike insurance	\$132,000+
PR budget (double)	\$65,000
Mileage reimbursement <sup>1</sup>	\$11,000/.05 increase
Legislative hire <sup>2</sup>	\$100,000+
Executive director <sup>3</sup>	\$100,000+
 TOTAL	 \$469,000+

## 4. What have we been spending our money on?

	2004-05	2006-07*	2 Yr. Incr.	2008-09	Yr. Increase	4 year
<b>Chapters</b>	179,841	184,304		222,000		18.99%
<b>Personnel</b>	2,255,218	2,447,851	8.54%	2,644,642	8.04%	14.73%
<b>Officers</b>	37,005	38,077		82,750		55.28%
<b>Governance</b>	177,881	227,944		234,000		23.98%
<b>CBA - Admin./Implementation</b>	446,775	507,180		404,000		-10.59%
<b>Member Related Expense</b>	146,128	128,904		142,000		-2.91%
<b>External Related Expense</b>	148,298	219,394		147,000		-0.88%
<b>Headquarters</b>	90,401	84,223		97,500		7.28%
<b>Professional Services</b>	88,855	112,533		125,000		28.92%
<b>Administration</b>	89,369	85,329		96,000		6.91%
<b>Affiliations</b>	38,128	37,078		37,000		-3.05%
<b>Totals</b>	3,697,899	4,072,816	10.14%	4,231,892	3.91%	12.62%
Inflation			6.82%		4.90%	11.72%

<b>What will this cost me?</b>		<b>What do others pay?</b>	
<b>Instructor, Step 1 (26 pays)</b>	<b>\$2.58/pay</b>	<b>AFT</b>	<b>\$400 + local</b> <b>(1% in Philly, 1.2% in Pitt)</b>
<b>Asst. Prof, Step 1</b>	<b>\$2.99/pay</b>	<b>OPIEU</b>	<b>1.33 %</b>
<b>Asst. Prof, Step 13</b>	<b>\$4.42/pay</b>	<b>PSSU</b>	<b>1.39%</b>
<b>Assoc. Prof, Step 1</b>	<b>\$3.46/pay</b>	<b>PSEA</b>	<b>\$529 + local</b>
<b>Assoc. Prof, Step 13</b>	<b>\$5.00/pay</b>	<b>AFSCME</b>	<b>1.50%</b>
<b>Full Prof, Step 1</b>	<b>\$4.21/pay</b>		
<b>Full Prof, Step 13</b>	<b>\$6.07/pay</b>		

\*-2006-07 was a negotiations year (causing higher expenditures)

<sup>1</sup> Currently \$.35; Fed is \$.585

<sup>2</sup> Recommended multiple years by Legislative & CAP committees; LA approval necessary

<sup>3</sup> Approved by EC, July 2008, "contingent on dues increase"; LA approval necessary