

P.E.A. Dues Presentation

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Background

❖ For the 19-20 school Union dues are broken down as follows:

	E.S.P.	Certificated
NEA	\$119.50	\$196.00
NJEA	\$475.00	\$950.00
PCEA	\$27.50	\$51.50
P.E.A.	\$155.00	\$155.00

Background cont.

- ❖ P.E.A. local dues have not increased in approximately ten (10+) years.
- ❖ All members are required to pay towards all Union affiliates (NEA, NJEA, PCEA, and the P.E.A.).
- ❖ P.E.A. is required to create a balanced budget every school year.
- ❖ P.E.A.'s fiscal year begins September 1 and ends on August 31 on the following year.
- ❖ All dues monies are collected first by the NJEA from the PPS District.
- ❖ NJEA then sends the P.E.A. our portion starting on October 1st.
- ❖ No local dues are received by the P.E.A. in August and September.

Membership Enrollment

	2017-2018	2018-2019	2019-present
E.S.P	738	724	732
E.S.P. Non-Members	30	19	21
ESP LOA	17	22	19
Certificated	2,165	2,142	2,152
Certificated Non-Members	63	38	34
Cert. LOA	63	66	71
Reduction in Force (RIF)	0	250	N/A

Impact on Membership Income

1. Since 2018, more than \$3,000 per year has been lost due to the Janus Supreme Court Decision.
2. 190 Insight Employees not paying dues. These are private company employees that have replaced positions normally held by P.E.A. members. This equates to a decrease in potential P.E.A. income of \$29,450 per year.
3. In accordance with the Janus decision, all local Unions are required to represent ALL employees, dues paying or not (excluding Insight employees). Examples include binding arbitration, grievance adjudication, contract bargaining, and other legal expenses as deemed necessary and appropriate.

Challenges at Current Dues Structure

1. *Potential loss of P.E.A. full time release officer.*
2. Building upkeep and maintenance
3. Inflation
4. Maintain and increase level of representation
5. Preparation for contract negotiations in 2022
6. Member services
7. Maintain office personnel
8. Offset organizing costs related, but not limited to; Path to Progress, ESP Job Justice, Ch-78 reform, and other potential problems as they always arise.

Top Budgetary Challenges

Expenses	2018-2019	2019-2020	% Increase
Property Taxes	\$41,598.44	Est: \$52,000	25.00 % increase
Utilities (PSEG)	\$22,509.12	Est: \$25,000	11.07 % increase
Insurance	\$11,099.20	Est: \$14,367.50	29.45% increase

How We Have Closed The Gap

1. Cuts to social events
2. Reduction in costs associated with teacher appreciation gifts 50%.
3. Reduced P.E.A. committee budgets.
4. Reduced grievance adjudication budget by 62.5%
5. Delegate Meeting budget 62.5% (by changing venues).
6. Cuts to NJEA conference participation (Winter leadership, ESP, and Equity Alliance).
7. P.E.A. workshops have been moved into P.E.A. HQ.
8. Reviewed all existing vendor contracts, and combined where possible (ADT/Protection One).
9. Transitioned from a P.E.A. mail carrier to digital communication.

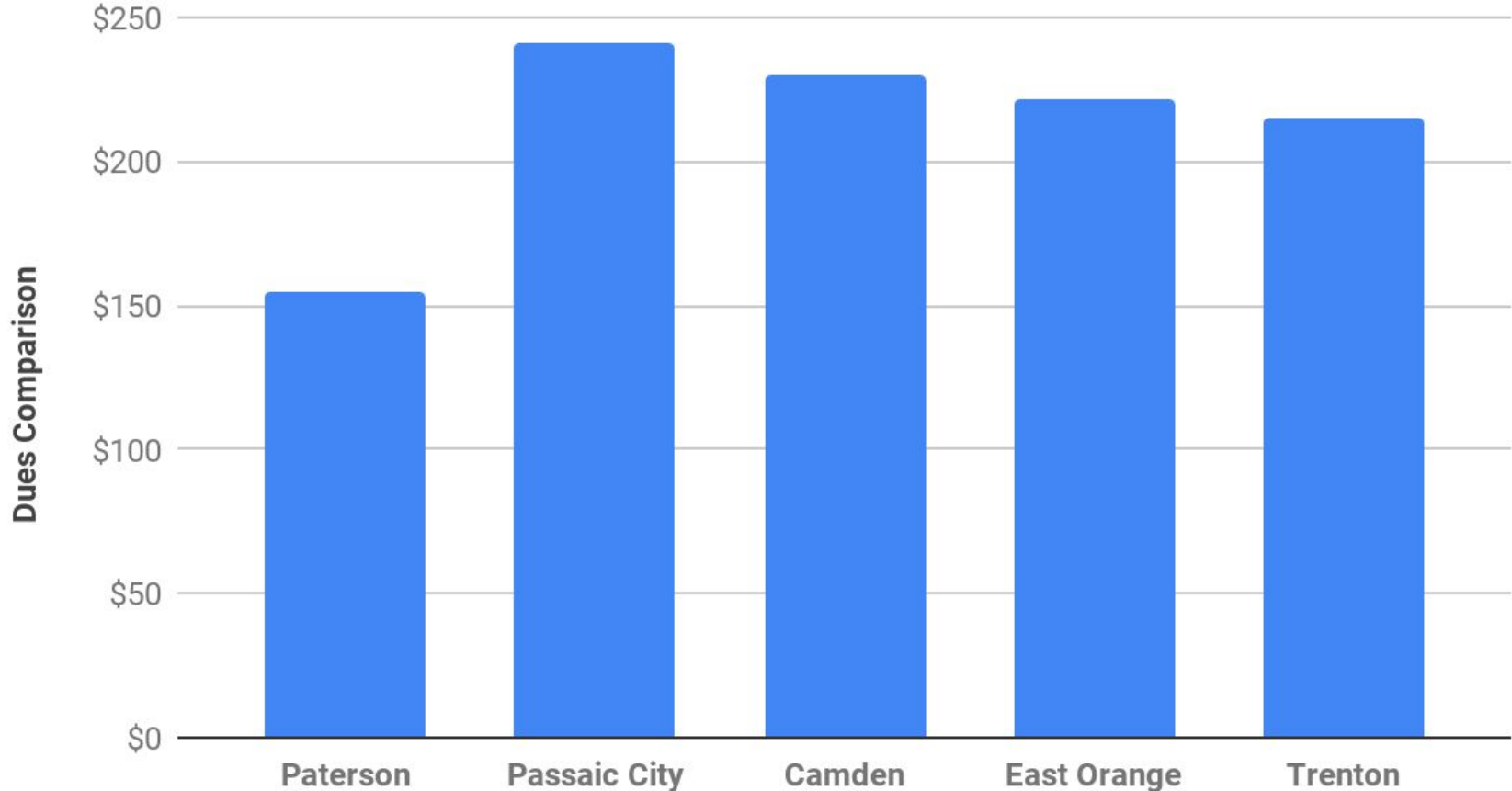
Where Do We Go From Here?

**The Time Has Come To Raise Local Member
Dues.**

What We Need

1. An increase in local dues of **\$3.00** per paycheck.
2. This increase will bring our dues from \$155.00 to \$215.00 per year.

Where We Stand



Procedure

1. A motion from the floor of the Delegate Assembly is required to accept this proposal.
2. Elected Delegates should make copies of this information to distribute widely to all members in h/her worksite.
3. Delegates should be prepared to discuss this at length during the next Delegate meeting.
4. A vote by all Delegates shall occur after the second reading.