



YOUR UNION DUES: PLAIN AND SIMPLE

This document answers some questions regarding the process for how YUFA sets the dues rate, what dues are used for, and the relationship of the dues rate to the overall budget.

1. What is the procedure for setting the YUFA dues rate?

The YUFA Constitution specifies that the budget, including an annual fee structure, is presented at the AGM and is voted on by the membership via an electronic vote. The dues rate determines the annual revenues that are available to pay annual expenses and to sustain adequate levels of YUFA's Operating, Defence, and Arbitration funds. A simple majority (50% +1 excluding abstention) is required to pass the budget.

2. How much is the proposed dues rate for the 2017-2018 budget?

The proposed dues rate is 1.25% of your base salary. This covers all union expenses for YUFA as well as representation at the federal and provincial levels – the Association's contributions to the Canadian Association of University Teachers (CAUT) and the Ontario Confederation of University Faculty Associations (OCUFA).

3. Why is a dues increase necessary now?

From 2001 until the present, the dues rate for YUFA members was set at 1.1% of base salary. Since that time, many of YUFA's costs have increased substantially. For example, YUFA's legal, professional, and staff costs have grown from approximately 53% to 68% of gross revenues over ten years. YUFA's Defence Fund has been weakened by approximately 50% (as a percentage of member's salary) since 2001, and now lacks the funds to provide meaningful income replacement in the event of a strike.

5. Isn't this a significant increase in what I pay for dues? What will the financial impact be for me?

The increase in the dues rate from 1.1% to 1.25% will have a very modest impact for members. Union dues are tax deductible, so the average member (earning \$148,000) will lose less than \$10 per month in take-home pay because of the dues increase (see table). In fact, the actual difference in the paycheque will be smaller because two special levies - totalling \$7 per month - will be discontinued in the new fiscal year. So the net financial impact from all YUFA fee changes will only be \$2.83 per month (or \$34 per year) for the average member.

Table 1. Monthly Impact of Proposed Dues Increase for Average member (\$148,000 salary)

Dues at 1.1% (current)	Dues at 1.25% (proposed)	Increase from 2016-17	After tax impact	Impact after discontinued levies
\$135.67	\$154.17	\$18.50	\$9.83	\$2.83

6. What do I get for my dues, and how will the proposed increase help YUFA members?

- The proposed dues increase will help to reverse the recent pattern of budget deficits and shrinking Operating Fund levels and allow YUFA to continue to remain fiscally solvent.
- Most employers are aware of the financial capacity of their employees' unions. From this standpoint, a healthy Defence Fund - which YUFA once had - is required to ensure that our hand is strong at the bargaining table.
- YUFA's dues pay for an experienced and professional staff complement with expertise handling grievances, arbitrations, workplace accommodations, bargaining, tenure and promotion, equity, diversity and inclusivity concerns, benefits, pensions, health and safety, communications, advocacy, organizing, and much more.
- Actions by the Employer have required an increasing number of grievances and arbitrations in recent years. Our dues pay for the substantial staff and legal costs involved.
- YUFA Executive, Stewards, and staff are committed to making YUFA an even more active, engaged, and impactful association for our members. For example, YUFA has recently been active on governance issues, which require commitment of the appropriate resources.
- All YUFA members pay the same proportional amount of dues. Your dues are 100% tax deductible.

8. Has YUFA looked for savings by cutting costs?

In the last two years, we have taken significant measures to cut costs. In 2015-16 we stopped paying stipends to Executive Officers, including President, Chief Stewards, Vice-Presidents, and Communications Officer. In recent bargaining for a new contract with CUPE 1281 representing YUFA staff, YUFA Executive prioritized fiscal considerations. This year we are also proposing that YUFA Community Projects be funded by the YUFA Trust rather than by the annual dues. Together these changes have reduced the rate of increase in costs and saved at least \$160,000 per year.

7. How does YUFA's dues rate compare to that of other faculty associations?

There is some variation in dues rates among unionized faculty associations in Canada and, even with an increase, our proposed rate would not be out of line with many of our counterparts. Rates are partly dependent upon fees owing to provincial and other labour associations, as well as other factors such as the nature of labour relations at the institution and the need for maintaining a Defence Fund to supplement the CAUT Defense Fund. The following table includes a

representative list (including all relevant Ontario associations) of other unionized associations and their current dues rates (as supplied by CAUT):

Table 2: Comparing Dues Rates

Faculty Association	Dues Rate (%)
Brock	1.3
Carleton	1.1
Dalhousie	1.25
Guelph	1.146
Lakehead	1.05
Laurentian	1.34
Laurier	0.95
Laval	1.5
Manitoba	1.1
Mount Allison	1.4
New Brunswick	1.2
Nipissing	1.0
Osgoode Hall	1.1
Ottawa	1.0
Queen's	1.0
Regina	1.2
Saskatchewan	0.85
Trent	1.3
UBC	0.678
UOIT	1.0
Western	1.0
Windsor	0.985
Winnipeg	1.2