



Michigan AFSCME Council 25

American Federation of State, County, and Municipal Employees, AFL-CIO

Gino Carbenia, Administrator • John Lacey II, Deputy Administrator

Headquarters Office • 1034 N. Washington • Lansing, MI 48906

Phone: (517) 487-5081 • 1-(800)-AFSCME25 • Fax: (517) 487-3970 • www.miafscme.org

December 12, 2023

VIA ELECTRONIC MAIL & USPS

TO: ALL PRESIDENTS, SECRETARY-TREASURERS AND CHAPTER CHAIRPERSONS

FROM: GINO CARBENIA, ADMINISTRATOR

SUBJ: 2024 MICHIGAN MINIMUM DUES

Article IX, Section 7 of the International Constitution sets forth the process by which the annual adjustment of the minimum dues rate is determined. Section 7 also includes a provision which calls for the calculation to be audited and certified by an independent certified public accountant not otherwise connected with AFSCME. The audit of the 2023 calculation has been completed and the auditor’s written certification is available upon request to the International.

The information contained in this letter details the correct minimum dues rates for all AFSCME Local Unions in Michigan. Your 2024 Dues Rates are based on the information contained in the November 3, 2023, letter you received from International Union Secretary-Treasurer Elissa McBride.

Beginning with the month of **JANUARY 2024**, the minimum dues per month for **AFSCME MEMBERS IN MICHIGAN** are as follows:

Michigan **FULL-TIME** Minimum Dues Rate: **\$47.90**
(regularly scheduled for MORE THAN 20 HOURS PER WEEK)

Full Time Rates	Current Rate	Increase	Effective 1-1-2024
International PCT	\$14.90	\$.65	\$15.55
Council PCT*	\$27.05	\$1.35	\$28.40
Local Portion & AFL-CIO **	\$3.75	\$.20	\$3.95
Totals	\$45.70	\$2.20	\$47.90

*Council 25 PCT includes \$.25 per member for the Good and Welfare Fund, and \$.25 per member for the Arbitration Fund consistent with the current Council 25 Constitution.

**Local & AFL-CIO PCT include (1) the Local rebate portion; and (2) the AFL-CIO Regional Central Labor Bodies (CLB), which have varying rates.



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These figures represent **MINIMUM** dues rates for Michigan Locals.

Be certain your Local Constitution provides for a part-time member dues structure, which allows for the corresponding reduction in Per Capita Tax.

Any dues rate adjustment to meet the minimum dues rate does not require any action by the local's membership. Notification to the membership is recommended.

What affect does this \$2.20 increase in the 2024 minimum dues rate have on your local's dues rate?

- ◆ If your local's dues rate is **less than \$45.70** as of December 31, 2023, **your dues must be raised to \$47.90, effective January 1, 2024, or you must multiply your current dues rate by 5.4164% if this results in an amount that is greater than the \$2.20 increase.**
- ◆ If your local's dues rate is **\$45.70** as of December 31, 2023, **your dues rate must be raised \$2.20 effective January 1, 2024, or you must multiply your current dues rate by 5.4164% if this results in an amount that is greater than the \$2.20 increase, unless you complete the "Credits or Approval of Waiver" Form and send it directly to AFSCME International Secretary-Treasurer Elissa McBride at 1625 L Street NW, Washington DC 20036 no later than December 31, 2023.**
- ◆ If your local's dues rate is **greater than \$45.70** as of December 31, 2023, **your dues rate must be raised \$2.20 or you must multiply your current dues rate by 5.4164% if this results in an amount that is greater than the \$2.20 increase, unless you complete the "Credits or Approval of Waiver" Form and send it directly to AFSCME International Secretary-Treasurer Elissa McBride at 1625 L Street NW, Washington DC 20036 no later than December 31, 2023.**

If your local has part-time members, please be sure to have your Employer indicate which part-time category applies to each member:

- a) more than 12 hours but does not exceed 20 hours;
- b) 12 or fewer hours.