

Amendment 1

Per Capitas and Staff Funding Program

Submitted by the Executive Council

Constitution

Article II: Finance, Sections 1 and 7 of the CFT Bylaws are amended to read:

Section 1. Per Capitas

a. Per Capita

- 1) Effective September 1, ~~2019~~ 2021, the per capitas for active members and non-member fee payers of the CFT will be ~~\$526.14~~ 545.41 (12 monthly payments of ~~\$43.84~~ 45.45) for regular rate members and regular rate agency fee non-members earning \$50,000 or more.
- 2) Effective September 1, ~~2020~~ 2022, the per capitas for active members and non-member fee payers of the CFT will be ~~\$537.74~~ 545.41 (12 monthly payments of ~~\$44.81~~ 45.45) for regular rate members and regular rate agency fee non-members earning \$50,000 or more.
- 3) Non-bargaining agent members and members-at-large will be AFT and CLF per capita tax plus 40% of CFT full-time per capita tax.
- 4) Any Special Assessments described in Article II, Section 6 are added to the per capita rates described in this section.

b. Classes of Membership

- 1) Local may establish a class of members which shall consist of members whose salary is less than \$50,000. Such locals may pay per capita tax for those individuals at one half (1/2) the regular rate. Effective September 1, 2021, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.
- 2) Each local shall pay on behalf of members and agency fee non-members who receive less than \$15,490 per year at one-fourth (1/4) the rate in Article II, Section 1a. Effective September 1, 2011, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.
- 3) Each local shall pay on behalf of members and non-member fee payers who receive less than \$9,405 per year at one-eighth (1/8) the rate in Article II, Section 1a. Effective September 1, 2011, this income threshold shall be increased on a yearly basis by a percentage equal to the public sector Employment Cost Index published by the U.S. Department of Labor.
- 4) Non-bargaining agent member and members-at-large dues shall be 40% of CFT per capitas as described in Article II, Section 1a and shall increase by the same amount as the AFT and California Labor Federation per capitas.
The Executive Council shall determine dues for those members-at-large who pay agency fee to another organization. Provisions in Article II, Section 1b, 1), 2), and 3) of the By-Laws shall apply to non-bargaining agent members and members-at-large.
- 5) Laid-off employees or employees on unpaid leave: Such locals may pay per capita tax for such members at the rate of \$1 per month.
- 6) Newly organized locals, and units within locals, shall pay \$5 per member per month employed from the representation certification date until their first contract is ratified.

37 **Section 7. Staff Funding Program**

38 a. The purpose of the CFT Staff Funding Program is to reimburse those locals that have paid for
39 professional staff in order to minimize the use of CFT field representatives for negotiations, grievances,
40 or other locally specific services. All other general CFT services such as training, publications, member
41 database management, research, communications assistance, legal defense grants, governmental
42 relations, etc. are available to all CFT locals.

43 b. Upon application to the CFT, on or before September 1 preceding the CFT budget year for which the
44 staff funding program is to commence, any local or council of locals that directly employs and
45 compensates or pays out of local funds for reassigned time for one or more professional staff persons
46 shall receive, after payment of monthly per capita, a payment for staff funding assistance from the CFT
47 equal to the following formula:

48 1) **Staff Funding Base**

49 a) Effective September ~~2019~~ 2021, the Staff Funding Base shall be \$ ~~19.70~~ 20.42.

50 b) Effective September ~~2020~~ 2022, the Staff Funding Base shall be \$ ~~20.13~~ 20.42.

51 2) **Unit size 1000 or fewer:** Locals and councils of locals with a total unit or units of 1000 or
52 fewer shall receive a staff funding program from the CFT equal to seventy percent (70%) of
53 staff funding base of the full-time equivalency (FTE) of per capita paid to the CFT by the local
54 or council of locals on a monthly basis.

55 3) **Unit size above 1000:** Locals and councils of locals with a total unit or units above 1000 shall
56 receive a staff funding program from the CFT equal to sixty percent (60%) of staff funding base
57 of the FTE of per capita paid to the CFT by the local or council of locals on a monthly basis.

58 4) All locals and councils of locals that have non-certificated employees in their unit or are a unit
59 of classified employees and that qualify for the CFT Staff Funding Program, shall receive staff
60 funding from the CFT equal to seventy percent (70%) of staff funding base of the FTE of per
61 capita paid for non-certificated employees of the unit.

Amendment 2

Staff Funding adjustment

Submitted by the Executive Council

Constitution

Article II: Finance

Section 7. Staff Funding Program

a. The purpose of the CFT Staff Funding Program is to reimburse those locals that have paid for professional staff in order to minimize the use of CFT field representatives for negotiations, grievances, or other locally specific services. All other general CFT services such as training, publications, member database management, research, communications assistance, legal defense grants, governmental relations, etc. are available to all CFT locals.

b. Upon application to the CFT, on or before September 1 preceding the CFT budget year for which the staff funding program is to commence, any local or council of locals that directly employs and compensates or pays out of local funds for reassigned time for one or more professional staff persons shall receive, after payment of monthly per capita, a payment for staff funding assistance from the CFT equal to the following formula:

1) Staff Funding Base

a) Effective September 2019, the Staff Funding Base shall be \$19.70.

b) Effective September 2020, the Staff Funding Base shall be \$20.13.

2) Category 1 Unit size 1000 or fewer: Locals and councils of locals with full-time equivalency (FTE) of per capita paid to the CFT a total unit or units of 1000 or fewer shall receive on a monthly basis a staff funding program from the CFT equal to seventy percent (70%) of Staff Funding Base of the ~~full-time equivalency (FTE)~~ of per capita paid to the CFT by the local or council of locals ~~on a monthly basis~~.

3) Category 2 Unit size above 1000: Locals and councils of locals with FTE of per capita paid to the CFT a total unit or units above 1000 shall receive a staff funding program on a monthly basis from the CFT equal to the higher amount of the following:

a. Category 1 for 1000 FTE or

b. sixty percent (60%) of Staff Funding Base of the FTE of per capita paid to the CFT by the local or council of locals on a monthly basis.

4) All locals and councils of locals that have non-certificated employees in their unit or are a unit of classified employees and that qualify for the CFT Staff Funding Program, shall receive staff funding from the CFT equal to seventy percent (70%) of Staff Funding Base of the FTE of per capita paid for non-certificated employees of the unit.