

Pittsburgh Federation of Teachers

PFT Dues Facts

PFT----- Pittsburgh Federation of Teachers
 AFT----- American Federation of Teachers
 AFTPA----- AFT Pennsylvania
 SPAC----- Southwestern Pennsylvania Council of AFT Locals
 AFL-CIO ----- American Federation of Labor and Congress of Industrial Organizations
 ACLC----- Allegheny County Labor Council of AFL-CIO

PFT Dues (25-26 School Year) The PFT's basic dues structure in dollar amounts is outlined below for each category of membership. An additional .09% (.0009) of all earnings is dedicated to the operation of the PFT Building. This additional .09% of all earnings, as a dollar amount for each member, will vary with each member's individual earnings (9¢ per \$100 in earnings).

| <i>Membership Category</i> | Dues per pay (23 pays) 10-month employees | Dues per pay (26 pays) 12-month employees |
|--|--|--|
| Teachers and Other Professionals | \$44.65 | \$39.50 |
| Teachers and Other Professionals (part-time) | \$22.38 | \$19.80 |
| Adjunct Teachers | \$33.52 | \$29.65 |
| Adjunct Teachers (part-time) | \$22.38 | \$19.80 |
| Early Childhood Teachers and Other Professionals | \$33.52 | \$29.65 |
| Day-to-Day Substitute Teachers | 1% of earnings | |
| Paraprofessional Members | \$21.49 | \$19.01 |
| Para Personal Care Assistants | \$10.75 | |
| Technical-Clerical Members | \$32.15 | \$28.44 |
| Pittsburgh-Mt. Oliver IU#2 Professionals | \$40.74 | \$36.04 |
| Pittsburgh-Mt. Oliver IU#2 Professionals (part-time) | \$20.40 | \$18.04 |

Member Dues to National, State, and County Labor Organizations

Full-Time Professional example

| <i>Organization</i> | <i>Per Capita Payment Per Pay Per Member (23 pays)</i> | <i>Per Capita Payment Per Pay Per Member (26 pays)</i> |
|--|--|--|
| National per capita (to AFT) - includes Solidarity Fund | \$10.66 | \$9.43 |
| State per capita (to AFT PA) - includes '25 organizing fee | \$6.34 | \$5.61 |
| PA AFL-CIO per capita | \$0.29 | \$0.25 |
| Allegheny County Labor Council per capita | \$0.21 | \$0.18 |
| PFT Political Action Fund | \$0.43 | \$0.38 |
| \$18,750 Accidental Death Benefit premium (to AFT) | \$0.05 | \$0.04 |
| Total Per Capita Payments | \$17.98 | \$15.89 |

Local Dues for a Full-Time 10-month Professional member (23 pays)

The balance of the dues per pay period (i.e., 1 of 23) represents the local dues of the PFT:
 Local dues (for full-time teachers and other professional members only) equals
 \$44.65 dues minus \$17.98 per capita payments = \$26.67 plus the 0.09% dedicated dues.

How the Local Dues are Utilized by the PFT:

Bargaining & Representation Costs:

Negotiations, Preparation of Contract Proposals, Completion of Contract Terms, Contract Ratification, Contract Enforcement, Possible Fact-Finding Costs, Possible Strike Preparations and Strike Costs
Representation of Members in School Discipline Cases and Safety/Security Matters
Representation and Defense of Individual Members (e.g. Tenure Cases, Disciplinary Actions, Dismissals, etc.)
Assistance to Members in Personnel Matters (School Assignments, Transfers, Displacements, etc.)
Legal Fees -- Attorneys, Court Costs, Grievances, Arbitrations, Other Grievance-Related Costs
Legal Fees -- Attorneys in workplace-based Child-Line cases
Representation at AFT and AFTPA Conventions, Activities, Workshops, etc.
Representation and Testimony at Education-Related, Profession-Related, and Union-Related Hearings and Conferences, School Board Meetings and at Other Public Education Meetings
Representation at PA AFL-CIO and Labor Council Conventions, Meetings, and Events
Local and State Labor Work and Activities
Organizing and Membership Recruitment

Communications:

Computer Equipment, Computerized Operations, Related Technology Costs
Telephone System, Phone Costs, Operation of Phone Banks
Letters, Flyers, Mailings to Members, Other PFT Publications
Testimony and Position Statements
PFT Website
Zoom

Office & Building Operating Costs:

Employee Salaries and Benefits -- Professional Staff and Secretarial Personnel
Cost of Union Financial Transactions, Recordkeeping, and Budget Preparation, Auditing Costs for Annual Audit
Taxes and Insurances on PFT Building
Utilities at PFT Building -- Gas, Electric, Water, Sewage
Building Cleaning, Servicing, Maintenance and Repairs
Service Contracts on Heating, Air, Office Equipment, etc.
General Building and Office Operating Costs
Office Equipment and Machines, Office Furniture
Postage and Mailing Costs, Paper, Envelopes, General Supplies, Printing and Literature Expenses

Meeting & Activity Expenses:

Expenses for Meetings -- Conventions, Conferences, General Membership Meetings, Executive Board Meetings, Building Representatives Meetings, Meetings on School and Education Topics, Contract Ratification Meetings, Other Special Meetings
Grassroots Committees (e.g. Paraprofessional Steering Committee)
Professionalism and Education Partnership (PEP) Program, Steering Committee Meetings
Public Awareness, General Publicity and Public Relations
Internal Elections for Executive Board and Convention Delegate positions
Social Activities (Parade/Picnic, Other Events)
Donations and Contributions, Benefit Drives
Teacher Leader Program

