



Mary E. Sullivan
President

Denise Berkley
Executive Vice President

Richard Bebo
Secretary

Nicole Meeks
Treasurer

Stay Union ★ Stay Strong

November 2021

Dear Payroll Officer:

RE: CSEA MEMBERSHIP DUES EFFECTIVE JANUARY 1, 2022

Please be advised that the Civil Service Employees Association, Inc. is required to amend the Membership Dues structure each January 1 to meet the annual adjustment of the minimum dues rate required as an AFSCME affiliate.

The enclosed Membership Dues Deduction Schedule provides for the number of deductions taken annually from your employees based on their annualized salary as of January 1, 2022. Employees who receive a raise, increment or longevity pay that is effective after January 1, 2022 would remain at the same membership dues level for calendar year 2022 that they were paying prior to their raise, increment or longevity pay. New employees would pay membership dues based on their annualized salary at date of hire. The following examples show the proper 2022 rates to be deducted by using the enclosed Membership Dues Deduction Schedule:

<u>Annualized Salary as of January 1, 2022,</u>	<u>Dues Rate if Deducted Bi-Weekly*</u>	<u>Dues Rate if Deducted Over 21 Pay Periods**</u>
Under \$5,000	\$ 7.40	\$ 9.16
\$5,000 - \$9,999	10.98	13.59
\$10,000 - \$12,999	15.13	18.73
\$13,000 - \$15,999	18.34	22.70
\$16,000 - \$21,999	20.53	25.43
\$22,000 - \$27,999	22.82	28.25
\$28,000 - \$29,999	23.24	28.78
\$30,000 - \$31,999	24.65	30.52
\$32,000 - \$33,999	25.89	32.05
\$34,000 - \$35,999	26.36	32.64
\$36,000 - \$37,999	27.69	34.28
\$38,000 - \$39,999	29.04	35.96
\$40,000 - \$44,999	30.02	37.17
\$45,000 - \$49,999	30.76	38.09
\$50,000 - \$54,999	31.53	39.04
\$55,000 - \$59,999	32.27	39.96
\$60,000 and above	33.07	40.95

* Deductions are continuous each bi-weekly pay period over a full 12 months.

** Deductions are made bi-weekly over a 10-month period.

Page Two

Please note that the weekly, bi-weekly, semi-monthly and monthly deduction rates on the enclosed Deduction Schedule apply only to employees employed over a full 12 months and their deductions are spread over the entire 12-month period.

The new rates for membership dues are to be put into effect on the **first** payday in January 2022. **Please provide us with a list showing the employee's name, social security number, amount deducted, annualized salary and job title on the payday the increase is effective.** If you have any notices from us that are scheduled to go into effect on or after January 1, 2022, please use the new membership dues rates. **Your cooperation is requested in adjusting the membership dues of any new member who we may have inadvertently noticed in error.**

Please include a copy of your calendar showing your scheduled pay period ending dates for calendar year 2022 or use the enclosed calendar. Please circle or highlight the pay periods for which CSEA will be receiving dues payments and return it to us with the payroll officer sheet by January 15, 2022.

Thank you for your cooperation in complying with this important matter. If you have any inquiries, please contact Bonnie Hawley at (518) 257-1482 or bonnie.hawley@cseainc.org or 1-800-342-4146 Headquarters.

Sincerely,



Peter G. Diana, CPA
Director of Internal Operations

PD:bsh
Enclosures



Mary E. Sullivan
President

Denise Berkley
Executive Vice President

Richard Bebo
Secretary

Nicole Meeks
Treasurer

Stay Union ★ Stay Strong

November, 2021

RE: Janus Decision Implications

Dear Payroll Officer:

It has come to our attention that some employers are permitting union members to withdraw their authorization to pay dues by submitting something to the employer directly.

As you know whether an employee is a member of the union or not is a relationship between the member and the Union. If a member makes an inquiry to you as to how to resign from membership, that member should be referred to their Union. For CSEA, all such members should be advised to contact CSEA at 1-800-342-4146 or (518) 257-1000.

Should a member contact CSEA and subsequently resign from membership, CSEA will advise you to cease dues deductions for that member.

In April 2018, when the Taylor Law was amended, General Municipal Law section 93-b was also amended by removing the provision that permitted employees to withdraw their dues authorization at any time by written notice to the fiscal or disbursing officer.

Thank you for your immediate attention to this matter and for your anticipated cooperation.

Sincerely,

A handwritten signature in blue ink that reads "Peter G. Diana".

Peter G. Diana, CPA
Director of Internal Operations

CSEA DUES CALENDAR FOR 2022 FISCAL YEAR

SEPTEMBER - 2021

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

AGENCY NAME: _____

AGENCY NUMBER: _____

SEPTEMBER 1, 2021- SEPTEMBER 30, 2022

OCTOBER - 2021

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY - 2022

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

JUNE - 2022

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

NOVEMBER - 2021

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

MARCH - 2022

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JULY - 2022

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

DECEMBER - 2021

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

APRIL - 2022

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

AUGUST - 2022

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY - 2022

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

MAY - 2022

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

SEPTEMBER - 2022

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

**CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
LOCAL 1000/AFSCME/AFL-CIO
143 WASHINGTON AVENUE, ALBANY, NY 12210**

**PLEASE COMPLETE
PAYROLL INFORMATION**

Official Name of Employer _____

Name of Payroll Officer _____
Title and /or contact: _____

Work Address _____ City _____ Zip _____

Work Phone _____

Fax number _____ E-Mail address _____

*****PLEASE COMPLETE BELOW FOR CHANGE DATE INFORMATION*****

The CSEA membership dues/agency shop/fee deduction change effective January 1, 2022 will be put into effect on the first payday in January for:

_____	_____	_____
CSEA Bargaining Unit	# of Pay Periods Per year	Effective Pay Period Date of Change

_____	_____	_____
CSEA Bargaining Unit	# of Pay Periods Per year	Effective Pay Period Date of Change

CSEA DUES/FINANCIAL CORE FEES DUES YEAR BEGINNING JANUARY 1, 2022

ANNUALIZED SALARY

# of Pay Periods	Under \$5,000	\$5,000 - \$9,999	\$10,000 - \$12,999	\$13,000 - \$15,999	\$16,000 - \$21,999	\$22,000 - \$27,999	\$28,000 - \$29,999	\$30,000 - \$31,999	\$32,000 - \$33,999	\$34,000 - \$35,999	\$36,000 - \$37,999	\$38,000 - \$39,999	\$40,000 - \$44,999	\$45,000 - \$49,999	\$50,000 - \$54,999	\$55,000 - \$59,999	\$60,000 and above
Weekly	\$3.70	\$5.49	\$7.56	\$9.17	\$10.27	\$11.40	\$11.62	\$12.33	\$12.95	\$13.18	\$13.85	\$14.52	\$15.01	\$15.38	\$15.76	\$16.14	\$16.54
Bi-Week	\$7.40	\$10.98	\$15.13	\$18.34	\$20.53	\$22.82	\$23.24	\$24.55	\$25.89	\$26.36	\$27.69	\$29.04	\$30.02	\$30.76	\$31.53	\$32.27	\$33.07
Semi-Month	\$8.01	\$11.89	\$16.39	\$19.86	\$22.26	\$24.72	\$25.18	\$26.70	\$28.05	\$28.56	\$30.00	\$31.46	\$32.52	\$33.33	\$34.16	\$34.96	\$35.83
Monthly	\$16.02	\$23.78	\$32.78	\$39.73	\$44.51	\$49.44	\$50.36	\$53.41	\$56.10	\$57.12	\$60.00	\$62.92	\$65.05	\$66.66	\$68.31	\$69.92	\$71.66
9	\$21.36	\$31.71	\$43.71	\$52.97	\$59.35	\$65.92	\$67.15	\$71.22	\$74.79	\$76.16	\$80.00	\$83.90	\$86.73	\$88.87	\$91.08	\$93.23	\$95.54
10	\$19.23	\$28.54	\$39.34	\$47.68	\$53.40	\$59.32	\$60.44	\$64.09	\$67.31	\$68.54	\$72.00	\$75.51	\$78.06	\$79.99	\$81.98	\$83.81	\$85.89
13	\$14.79	\$21.95	\$30.26	\$36.67	\$41.09	\$45.63	\$46.49	\$49.30	\$51.78	\$52.73	\$55.38	\$58.08	\$60.04	\$61.53	\$63.06	\$64.54	\$66.14
16	\$12.02	\$17.83	\$24.58	\$29.79	\$33.38	\$37.08	\$37.77	\$40.06	\$42.07	\$42.84	\$45.00	\$47.19	\$48.78	\$49.99	\$51.24	\$52.44	\$53.74
17	\$11.31	\$16.79	\$23.14	\$28.04	\$31.42	\$34.90	\$35.55	\$37.70	\$39.60	\$40.32	\$42.35	\$44.42	\$45.91	\$47.05	\$48.22	\$49.36	\$50.58
18	\$10.68	\$15.85	\$21.85	\$26.49	\$29.67	\$32.96	\$33.58	\$35.81	\$37.40	\$38.08	\$40.00	\$41.94	\$43.36	\$44.44	\$45.54	\$46.62	\$47.77
19	\$10.12	\$15.02	\$20.70	\$25.09	\$28.11	\$31.23	\$31.81	\$33.73	\$35.43	\$36.08	\$37.89	\$39.74	\$41.08	\$42.10	\$43.15	\$44.16	\$45.26
20	\$9.61	\$14.27	\$19.67	\$23.84	\$26.71	\$29.66	\$30.22	\$32.04	\$33.66	\$34.27	\$36.00	\$37.75	\$39.03	\$39.99	\$40.99	\$41.95	\$42.99
21	\$9.16	\$13.59	\$18.73	\$22.70	\$25.43	\$28.25	\$28.78	\$30.52	\$32.05	\$32.64	\$34.28	\$35.96	\$37.17	\$38.09	\$39.04	\$39.96	\$40.95
22	\$8.74	\$12.97	\$17.88	\$21.67	\$24.28	\$26.97	\$27.47	\$29.13	\$30.60	\$31.16	\$32.73	\$34.32	\$35.48	\$36.36	\$37.26	\$38.14	\$39.08
23	\$8.36	\$12.41	\$17.10	\$20.73	\$23.22	\$25.79	\$26.28	\$27.87	\$29.27	\$29.80	\$31.30	\$32.83	\$33.94	\$34.78	\$35.64	\$36.48	\$37.39
25	\$7.69	\$11.41	\$15.73	\$19.07	\$21.37	\$23.73	\$24.17	\$25.64	\$26.93	\$27.42	\$28.80	\$30.20	\$31.22	\$31.99	\$32.79	\$33.56	\$34.39
35	\$6.50	\$8.15	\$11.24	\$13.62	\$15.26	\$16.95	\$17.27	\$18.31	\$19.22	\$19.58	\$20.57	\$21.58	\$22.30	\$22.85	\$23.42	\$23.97	\$24.57
38	\$6.06	\$7.51	\$10.35	\$12.55	\$14.06	\$15.61	\$15.90	\$16.87	\$17.71	\$18.04	\$18.95	\$19.87	\$20.54	\$21.05	\$21.57	\$22.08	\$22.63
40	\$4.81	\$7.13	\$9.83	\$11.92	\$13.36	\$14.83	\$15.11	\$16.03	\$16.83	\$17.14	\$18.00	\$18.88	\$19.51	\$20.00	\$20.49	\$20.98	\$21.50
48	\$4.01	\$5.94	\$8.19	\$9.93	\$11.13	\$12.36	\$12.59	\$13.35	\$14.02	\$14.28	\$15.00	\$15.72	\$16.26	\$16.66	\$17.08	\$17.48	\$17.91

CSEA membership dues/financial core fee deductions are based upon annual salary as of January 1. Overtime and bonuses are not to be included in an employee's annualized salary. Employees who receive a raise, increment or longevity pay that is effective after January 1, 2022 would remain at the same membership dues/financial core fee level for calendar year 2022 they were paying prior to their raise, increment or longevity pay. New employees would pay membership dues/financial core fees based on their annualized salary at date of hire. However, employees that have a job change (i.e. frequency, title, salary decrease) may need to be adjusted.

*Deductions taken over 10 months - 20, 21 & 22 pay periods - represent dues/core fee deductions for the full year. No additional deductions should be made.