

AFL-CIO FACT SHEET

ON

NEA/AFL-CIO LABOR SOLIDARITY PARTNERSHIP

Process for application to become a Directly Affiliated NEA Local (DANL)

Applications for affiliation through the Labor Solidarity Partnership will be considered using the process indicated below.

1. NEA Local secures vote of its Governing Body to become a DANL.
2. NEA Local files application with the National Education Association with copy to its state Education Association.
3. NEA certifies that application is complete and if not, so communicates to applicant. When application is complete,
 - a. NEA forwards application to the national AFL-CIO, and simultaneously
 - b. NEA seeks the state Education Association's position regarding the applicant's AFL-CIO affiliation.
4. National AFL-CIO seeks feedback on appropriateness of affiliation from relevant affiliates (both national affiliates and state federation and central local council[s]).
5. Decision-making on whether to issue certificate of affiliation to applicant:
 - a. If the state Education Association objects to affiliation, the AFL-CIO *cannot* issue a certificate of affiliation.
 - b. If the state Education Association agrees to affiliation with the AFL-CIO, the state federation and the central labor council, the AFL-CIO will decide whether or not to issue a DANL certificate of affiliation based on its own criteria and feedback from its prior consultations.

Per Capita Taxes for DANLs

1. Each DANL will pay actual, AFL-CIO-approved per capita taxes for the state federation and the central labor council(s) in addition to an agreed-upon national per capita tax on all of its members.
2. The national portion of the per capita tax is being phased in by giving these DANLs a rebate off the current regular \$.75 AFL-CIO per capita tax of 80% the first year, and 60% and 40% in the second and third years, respectively. The amount of this national per capita tax that the DANL will effectively be paying is \$.15 the first year, \$.30 the second year, and \$.45 the third year. Those amounts, along with the appropriate State Federation and Central Labor Council per capita tax, will be sent by the DANL to the National Education Association with backup information on membership for which it is paying, which will be forwarded to the National AFL-CIO. The National AFL-CIO will then distribute the payments to the State Federation and CLC respectively.
3. A DANL that is affiliated may choose to pay the full monthly amount owed for each year of affiliation, on a monthly basis, immediately upon issuance of the certificate of affiliation or it may choose to phase-in its payments over a three-year period. (See the two scenarios below.) In either case, the Voting strength of the DANL in the state federation and central labor council(s) will be determined by percentage of per capita tax paid and in accordance with the constitution and by-laws of those bodies.

MONTHLY PER CAPITA SCENARIOS FOR DANLS

X=CLC monthly per capita tax rate

Y= State Fed monthly per capita tax rate

Year	Phase-In Program for CLC, State Fed & National AFL-CIO Affiliation	Immediate Full CLC, State Fed and National AFL-CIO Affiliation
1	$33.3\%(X+Y)+\$0.15$	$X+Y+\$0.15$
2	$66.6\%(X+Y)+\$0.30$	$X+Y+\$0.30$
3	$X+Y+\$0.45$	$X+Y+\$0.45$



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