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### Dues Increase; Series I; File 68

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Dues INCREASE

THE NEW YORK STATE NURSES ASSOCIATION

Report of the Board of Directors  
to  
The 1988 Voting Body

October 16-19, 1988

PROPOSED DUES INCREASE

The NYSNA Board of Directors proposes to the 1988 NYSNA Voting Body that annual dues be raised to \$250, effective January 1, 1989.

To facilitate members' consideration of this proposal prior to the Voting Body meeting, the Board of Directors wishes to share certain information used in reaching its decision to request the increase. Additional data will be provided at the Annual Meeting October 16-19, 1988. A special Open Forum on Finance has been scheduled prior to the voting body consideration of the dues proposal: Monday, October 17, 6:00-7:00 p.m.

NYSNA members will vote on the proposed increase in dues during the Annual Meeting, following the presentation of financial reports to the Voting Body. Members will vote by using voting machines following the close of the Voting Body session at which the resolution is introduced.

Please note that previous notice has been given of intent to propose an additional increase in dues by an amount equivalent to any increase in the dues assessment of the American Nurses' Association which may be adopted by the ANA House of Delegates in June, 1989. Further information concerning this proposal will be given at the Open Forum on Finance and during the report of the Committee on Finance to the Voting Body.

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## I. Dues History

The last dues increase was adopted by the NYSNA Voting Body in October, 1983, and became effective in January, 1984. At that time ANA had adopted the federation structure and established a dues assessment of each SNA based on \$55 per SNA member. NYSNA began payments to ANA which included all those NYSNA "direct" members, approximately 16,600, for whom no dues payments to ANA had previously been made.

Therefore, although NYSNA dues were increased from \$100 to \$175 at that time, the ANA share of \$55 per member was then deducted from the \$175 leaving an actual increase to NYSNA of only \$20 per member. This \$20 per member has carried the Association through five years.

During this same period of time inflation of at least 5% per year has reduced the real value of the members' dues by more than 25%.

See Exhibit C for a Table of Dues Increases 1966 - 1988.

## II. Dues Revenue and Association Membership

The Association is dependent on member dues as the largest single component of its income, 93%. On September 30, 1983, NYSNA membership was reported as 28,958 of which 16,600 were NYSNA direct members not being charged an ANA assessment. Less than \$400,000, or approximately 11%, of NYSNA's dues income were paid to ANA at that time (see Exhibit B).

As of August 31, 1988 NYSNA membership was 29,715, an increase of 757 members since September 30, 1983. Although the Association has undertaken a variety of membership recruitment programs, these efforts have only maintained our current membership level.

NYSNA now pays 31.4% of all dues revenue to ANA (\$55 of \$175), or approximately \$1,600,000 annually (see Exhibit B).

## III. Expenses

Since 1983, NYSNA - on behalf of its members and the profession of nursing - has launched vigorous efforts to address both the problems and the opportunities of the health care environment. An increase of approximately 90% in program funding has been required in order to support our work on such critical initiatives as:

- \* image campaigns and public relations to assure an improved understanding of the nursing profession;
- \* mobilizing the support of the nursing community and the public for attainment of the Association's entry into practice objective as well as other legislative priorities;
- \* promoting the recognition of nurses' economic value and protection of the nurses' rights to be represented by their professional association;

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- \* establishing the Association's outreach efforts to assist impaired nurses;
- \* providing direct consultation and assistance to nurses in practice;
- \* promoting nurse entrepreneurship;
- \* promoting the occupational safety and health of nurses;
- \* representing nurses of New York to governmental agencies, health care associations, and other organizations of nurses;
- \* organizing, coordinating, and implementing a strategic plan to address the nursing shortage;
- \* expanding and improving the Association's prize-winning regular publications (Report, Journal, Statewide) and special publications such as "Guide to RN Licensure in NY State."
- \* protecting the practice of professional nursing from further erosion by unlicensed and unqualified personnel such as the proposed "Registered Care Technologist."
- \* providing a strong voice for professional nursing in the deliberations of the Department of Health's Labor-Health Industry Task Force.

## Program Funding 1983 - 1988

1983	\$1,831,640
1984	2,082,340
1985	2,363,128
1986	2,547,827
1987	2,621,571
1988	3,531,827

During this same period, administrative (general) expenses have increased by approximately 40%.

1983	\$1,101,864
1984	1,380,427
1985	1,434,258
1986	1,601,174
1987	1,740,354
1988	1,576,295

During the five years since the last dues increase, major increases in the costs of the Association's basic operations have been absorbed:

- A. Rent: The expiration of the Association's lease on our New York City office and our subsequent relocation resulted in a 44% increase in rent. Similarly, the Association's lease on our headquarters building in Guilderland was adjusted to conform to current market rates. This adjustment resulted in a 61% increase in rent.

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- B. Taxes: Although the Association is exempt from income tax, it is required to pay all Federal payroll taxes and tax on unrelated business income. Since 1983, our tax bill has increased by 24%.
- C. Legal Services: The Association retains a law firm for both corporate and labor relations needs. Escalating demands for defending the Association's right to represent professional nurses as well as the need for other litigation to preserve and protect the practice of nursing have increased the costs of legal services by 47% since 1983.
- D. Data Processing/Office Automation: In the past five years, urgently needed improvements in NYSNA's data processing operations, the addition of word processing and the addition of desktop publishing have required an investment of approximately \$100,100.

In reviewing our distribution of total expenses as they relate to program activity for the fiscal year ending July 31, 1988, our total expenses of \$6,681,700 have been used as follows:

Program Expenses	\$3,531,827	(53%)
General Expenses	1,576,295	(23.5%)
Constituent Expenses	1,573,577	(23.5%)

#### IV. Financial Reserves

The financial stability of the Association is a product of having sufficient income to address current operating requirements as well as sufficient cash reserves to serve both as a source of interest income and as a financial cushion for unexpected needs.

During the past five years, NYSNA has closely monitored fluctuations in expenses and trends in income. The effect of this conservative management is demonstrated by the comparative decrease in cash reserves during the last three years (see table entitled "Cash Reserves", page 5, and Exhibit D). This decrease is due to many factors including (but not limited to):

- A. Fluctuations in total membership and turnover in membership have caused small but consistent decreases in annual income;
- B. Increased expenses required to support the Association's complex issues;
- C. Increase in ANA dues assessment as it relates to the federation model conversion;
- D. Commitment not to raise membership costs (dues) until required. We have currently experienced five years without a dues increase.
- E. The funding of this year's deficit budget as presented to the voting body during Convention '87 planned for the reduction in cash reserves to our current level (see Exhibit D).

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## Cash Reserves

1984	\$ 886,252
1985	1,071,591
1986	1,265,368
1987	1,067,471
1988	584,000

## V. Comparison with Other Organizations

Review of the dues rates of other State Nurses Associations, other professional associations and labor unions reveals that many have already moved to dues rates reflective of current economic realities.

### A. Selected state nurses associations dues rates:

California	\$250.00 + escalator
District of Columbia	229-310
Hawaii	251.04
Massachusetts	250.50
Michigan	210.00
New Jersey	175.00
Oregon	282.07
Pennsylvania	260.00

### B. Other professional associations:

Medical Society of State of New York	\$275.00 (AMA dues are \$375.00)
Dental Society	310.00
Social Workers	251.00 (state and national)
Physical Therapists	215.00 (state and national)
National Education Assn.	268.00

### C. Labor Organizations:

CSEA	\$185.00
PEF	245.00
UFT	1% of annual compensation (not less than \$244.80 per year)
UUP (NYC)	1/2% of annual compensation
LPN, Inc.	260.00
DC 37: City Clerks	402.00
Aides	396.00

## VII. Impact on Members and the Association

An increase of \$75 in annual dues amounts to an increase of \$1.44 per week or a total dues of \$4.81 per week. In an effort to assist nurses who do not have access to payroll deduction of their membership dues, NYSNA will make available an electronic dues payment option (monthly debit of a bank account or major credit card).

Without a dues increase NYSNA would face the requirement to reduce operating expenses by at least one million dollars. This would require major programmatic and administrative reductions.

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VII. Conclusion

The NYSNA Board of Directors respectfully urges that the members of NYSNA vote in support of the proposed increase in dues.

BOD/ker  
9/30/88

EXHIBIT A

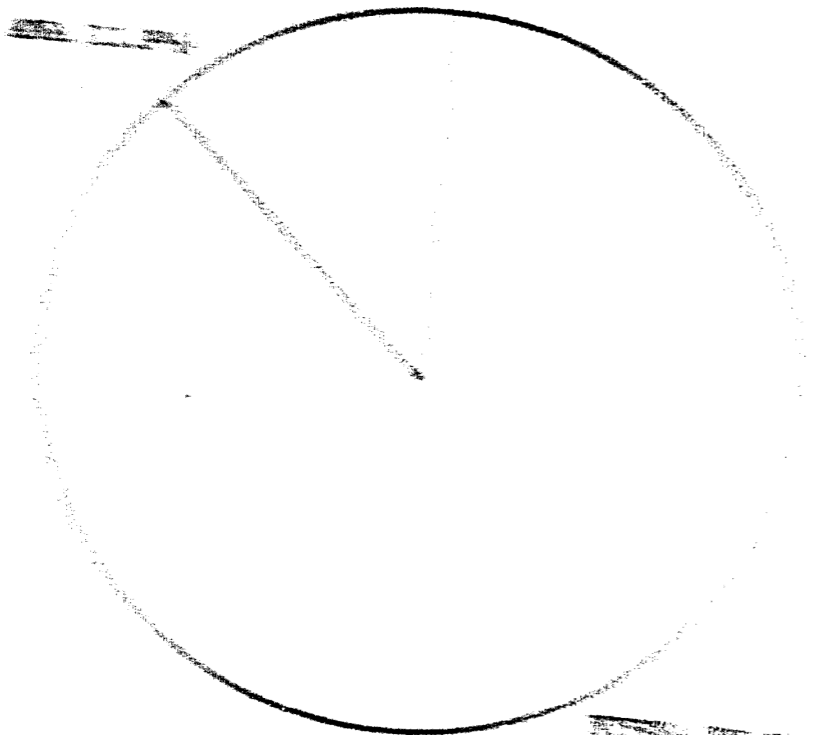
NYSNA Revenue and Allocation of Revenue  
Between NYSNA and ANA

	<u>1983</u>	<u>1988</u>
Dues Income	\$2,739,311	\$5,011,393
Other Income	<u>392,059</u>	<u>1,013,585</u>
Total Revenue	\$3,131,370	\$6,024,978
Revenue Allocation:		
NYSNA	\$2,758,370	\$4,451,401
ANA	<u>373,000</u>	<u>1,573,577</u>
	\$3,131,370	\$6,024,978

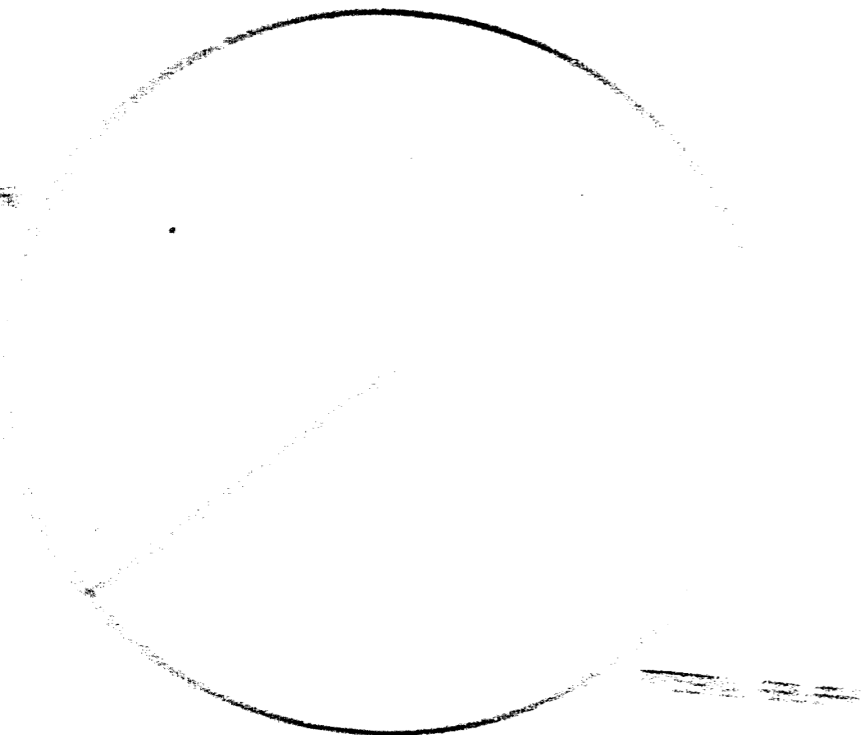
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DUES REVENUE 1983  
Relative to 1982 Dues Assessment



DUES REVENUE 1985  
Relative to 1984 Dues Assessment



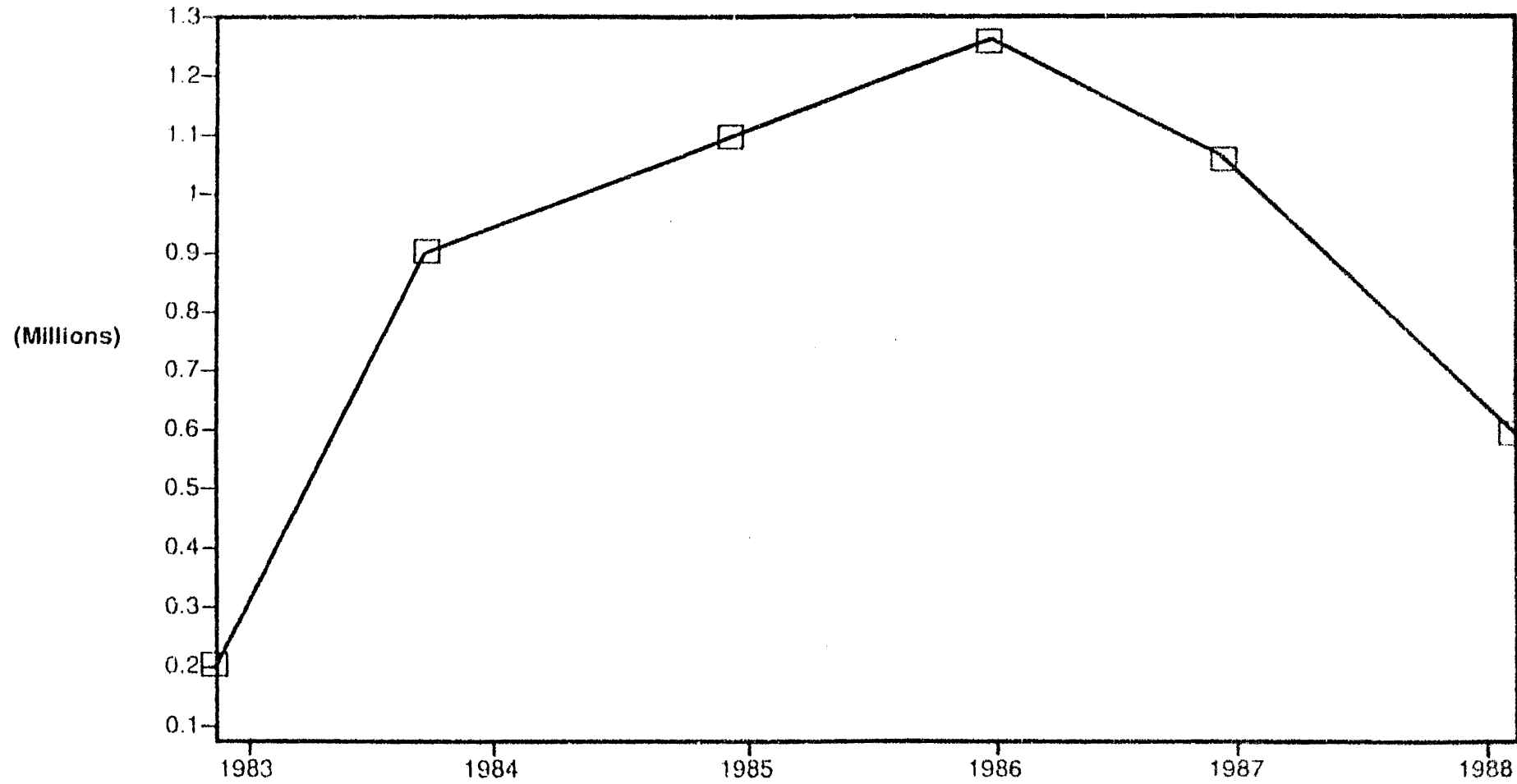
1983 DUES REVENUE  
Relative to 1982 Dues Assessment

Year	1982	1983	1984	1985
1982	100.0	100.0	100.0	100.0
1983	100.0	100.0	100.0	100.0
1984	100.0	100.0	100.0	100.0
1985	100.0	100.0	100.0	100.0
1986	100.0	100.0	100.0	100.0
1987	100.0	100.0	100.0	100.0
1988	100.0	100.0	100.0	100.0
1989	100.0	100.0	100.0	100.0
1990	100.0	100.0	100.0	100.0
1991	100.0	100.0	100.0	100.0
1992	100.0	100.0	100.0	100.0
1993	100.0	100.0	100.0	100.0
1994	100.0	100.0	100.0	100.0
1995	100.0	100.0	100.0	100.0
1996	100.0	100.0	100.0	100.0
1997	100.0	100.0	100.0	100.0
1998	100.0	100.0	100.0	100.0
1999	100.0	100.0	100.0	100.0
2000	100.0	100.0	100.0	100.0
2001	100.0	100.0	100.0	100.0
2002	100.0	100.0	100.0	100.0
2003	100.0	100.0	100.0	100.0
2004	100.0	100.0	100.0	100.0
2005	100.0	100.0	100.0	100.0
2006	100.0	100.0	100.0	100.0
2007	100.0	100.0	100.0	100.0
2008	100.0	100.0	100.0	100.0
2009	100.0	100.0	100.0	100.0
2010	100.0	100.0	100.0	100.0
2011	100.0	100.0	100.0	100.0
2012	100.0	100.0	100.0	100.0
2013	100.0	100.0	100.0	100.0
2014	100.0	100.0	100.0	100.0
2015	100.0	100.0	100.0	100.0
2016	100.0	100.0	100.0	100.0
2017	100.0	100.0	100.0	100.0
2018	100.0	100.0	100.0	100.0
2019	100.0	100.0	100.0	100.0
2020	100.0	100.0	100.0	100.0
2021	100.0	100.0	100.0	100.0
2022	100.0	100.0	100.0	100.0
2023	100.0	100.0	100.0	100.0
2024	100.0	100.0	100.0	100.0
2025	100.0	100.0	100.0	100.0
2026	100.0	100.0	100.0	100.0
2027	100.0	100.0	100.0	100.0
2028	100.0	100.0	100.0	100.0
2029	100.0	100.0	100.0	100.0
2030	100.0	100.0	100.0	100.0



EXHIBIT D

### NYSNA CASH RESERVE



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