MLA Membership Dues Structure Proposal
Draft presented to the MLA Board of Directors August 20, 2021
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Process:

If approved, the dues structure would be updated on the MLA Web Site and the membership form be updated to reflect members calculation of salaries (similar to the Wisconsin Membership website).

This proposal must be approved by two-thirds of the Board and by the majority of the membership at the annual meeting (Bylaws 2.1 Dues).

Proposal:

To replace the current salary band dues structure for Minnesota Library Association individual memberships with a set annual rate of 0.3% of the individual member’s salary ($3.00 per $1,000.00), with a minimum of $30.00 and no maximum.

Non-salary based individual membership rates would not change, including Friend/Supporter, Retired, Student- MLA Only, Student - ALA/MLA Joint Option, Trustee, or Affiliates, or any future non-salary membership rates developed.

Background:

The Minnesota Library Association, in working to maintain a fiscally responsible organization, regularly reviews its membership dues rates. For many years MLA has used salary bands to reflect membership dues. Bands provide an easy comparison for members to determine their dues amounts. However, they do not reflect an equitable distribution of rates for each individual in the salary bands, with lowest-income earners in each category paying a higher percentage of salary than the highest-income earners in the same category.

Other library associations have found success in using a set percentage of salary that provides greater transparency in how membership rates are calculated as well as reflecting actual salaries of its members. A system based on a set percentage also has the advantage of small dues changes each year rather than a large jump when a member might move to a new band.

To provide comparison of the effects percentages would have on our associations membership rate income, a small group of board members reviewed options and the results showed that 0.3% most closely reflected our current fee structure so this is what is being proposed.