

Bargaining Wins for You (just to name a few)



Your ESPCP local union provides advocacy, bargaining, and other union support to about 600 secretaries, para-professionals, para-educators, bus drivers, mechanics, food service workers, licensed practical nurses, professional technical staff, and other classifications.

Funds to help you pay for classes. Access your Professional development fund 9.1.6.1 Helps you access classes, conferences or workshops. **This fund helps pay for the actual class.** Offerings must help you to upgrade your skills or assist in gaining a promotion. Classes are not restricted to your present position.

Personal Leave Cash-Out **Up to 4 days** paid at full per diem

Vacation Leave Cash-Out **Up to 5 days** for 260 employees, paid at full per diem

Personal Leave Roll-Over **Up to 2 days** can be rolled over to the next year

Bereavement Leave 7.6.1 Up to 5 days of paid time off (2 additional days if out of state)

Reimbursement of all mandatory **certification fees** 9.1.6.1 (e.g. CDL, Food Handlers, OSPI, etc)

Paid mandatory training and team meetings 9.1.1

Emergency Leave 7.1.6 3 days that comes from sick leave

Wages: Since 2017, your ESPCP leadership

negotiated MORE THAN **40%** wage increase.

Get paid for attending School. Education stipend

9.1.7 **Earn an extra \$600 a year.** This stipend is based on hours, clock hours or credits earned during a current school year. Maximum annual amount is \$600. You can do this incrementally or within 1 school year. Once you have reached the maximum amount you will be paid this amount every August if you remain an employee of the CPSD.

Here are examples:

Regular Ed Paraeducators

from \$17.71 to 25.17

Bus Drivers

from \$20.79 to 30.43

Sped Paraeducators

from \$19.27 to 27.00

Head Secretary

from \$21.57 to 31.24

Food Service

from \$16.59 to 23.58

| Monthly Gross Salary | NEA | WEA | Council | ESPCP | SPASMT | Outreach | BASE DUES |
|----------------------|---------|---------|---------|---------|--------|----------|-----------|
| \$5,001 and above | \$10.54 | \$45.08 | \$8.72 | \$16.77 | \$1.00 | \$1.00 | \$83.11 |
| \$3917—\$5,000 | \$10.54 | \$38.00 | \$7.63 | \$14.68 | \$1.00 | \$1.00 | \$72.85 |
| \$2917 - \$3916 | \$10.54 | \$34.21 | \$6.54 | \$12.58 | \$1.00 | \$1.00 | \$65.87 |
| \$2251 - \$2916 | \$10.54 | \$25.33 | \$5.45 | \$10.48 | \$1.00 | \$1.00 | \$53.80 |
| \$1834 - \$2250 | \$10.54 | \$17.04 | \$4.36 | \$8.39 | \$1.00 | \$1.00 | \$42.33 |
| \$1417 - \$1833 | \$6.25 | \$8.54 | \$3.27 | \$6.29 | \$1.00 | \$1.00 | \$26.35 |
| \$1001 - \$1416 | \$6.25 | \$4.25 | \$2.18 | \$4.19 | \$1.00 | \$1.00 | \$18.87 |
| \$1,000 and under | \$4.10 | \$2.13 | \$1.09 | \$2.10 | \$1.00 | \$1.00 | \$11.42 |

Members pay different amounts because union co-workers' dues are based on gross salary.

What is the \$1.00 community outreach?

Community Outreach was approved by WEA Representative Assembly delegates (elected each year to make policy for the WEA). Outreach is designed to engage and inform the community about matters that affect education. At Soundview half of the funds are used to help with Caring for Kids (www.carekids.org), a charity supporting students in our districts who are on free or reduced lunch. The other half is used to affiliate with the Pierce County Central Labor Council—AFLCIO. The outreach funds are approved annually by Soundview UniServ Council representatives.

Please explain the ESPCP local Dues.

These dues help to pay for some of the office operating expenses, supplies, local communications, meeting expenses, president and executive board expenses, training and bargaining expenses, and union release as needed, bargainers, activists, and volunteers.

What are Council Dues?

The Soundview Council is the body representing eight union locals in Clover Park, Steilacoom, University Place, Bates Technical College. We coordinate and work with 21 other WEA UniServ offices in the state. Our Soundview Council represents over 2,400 certificated and classified members.

Council Dues pay for most of the overhead such as rental space, along with UniServ staff and the half-time release Council President, all who assist in overseeing the organizing, bargaining, grievance, training, membership maintenance, labor management, accounting and all activities of the WEA. Besides the UniServ staff, dues for the Council also pay for the insurances, furniture and equipment, anything to do with communications, auditor expenses, and training costs to name a few.

On my paycheck there is a possibility of three different deductions for union dues. Why is that?

There is voluntary fund for \$1 **ONLY** to contribute to the NEA Fund for Children and Public Ed. For \$2.25 **ONLY** you may have WEA-PAC by payroll deduction which supports local pro public education and collective bargaining candidates.

Here's what you gain by joining!

- Professional Development:** WEA and your council, Soundview, offer numerous courses at a **substantial discount or at no cost for members.**
- Voting:** You have a **voice!** Only members may vote on bargaining agreements or elections.
- Elections:** You can **run for office.** This includes any position, not only locally, but also state-wide and nation-wide.
- Legal Protection:** If you find yourself in serious trouble on the job and **require an attorney you will have access to one of the WEA attorneys.** Even if you do not pay dues, your UniServ will represent you to the highest level possible, but without membership the WEA legal department will not be able to service you.
- Network Attorney:** You receive **two 30-minute free personal consultations** each year from a network attorney for legal help outside of your job. Our area's network attorney in Puyallup is:
Thomas A. Baldwin: 253-864-7800
- Profession Insurance:** You are covered with **\$1 million liability insurance** in the event that a parent or student accuses you of wrongdoing.
- NEA Member Benefits:** You are **eligible for discounts** for every day store discounts, restaurant discounts, home appliances discounts, financial planning and investments, vacations, and more! (Check out Member Benefits at www.mysoundview.org)



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