



If you have questions, reach out to the UPCA Executive Board:

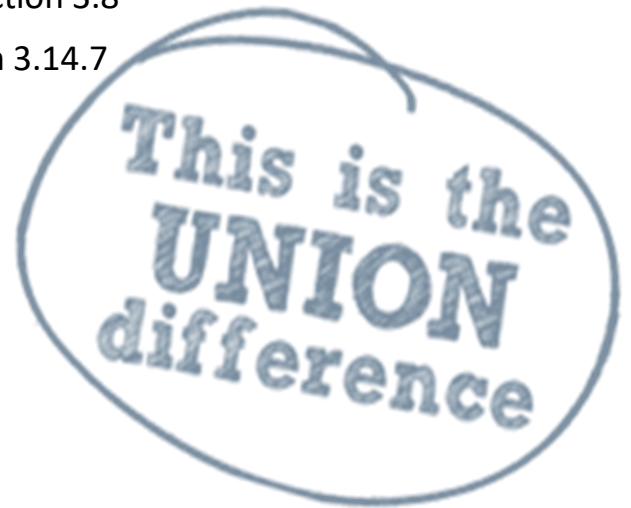
Doug McKinney (President) 253-380-2526

Su Kwon (VP), Josh McKinney (Membership Chair), Patty Anderson (Treasurer), Jennifer Marcoe (Secretary)

TOP 10 highlights from your collective bargaining agreement

(also known as contract or CBA):

1. Increased personal leave buyout—Section 8.2
2. Increase of \$0.50 per hour for advanced Paraeducator certification
3. Increased clothing/shoe/tool reimbursement—Section 3.8
4. Provide for para training and certification—Section 3.14.7
5. Promotion pay—Section 3.6.8
6. Increased cell phone reimbursement—Appendix 4
7. Increased substitute wages—Appendix 3
8. Increased longevity pay—Appendix 3
9. Bus Drivers represented in CBA—Article 9
10. Increased Nurses Pay—Appendix 3



Over the years, your leadership has won at the table by bringing you home better pay (this is a sampling of classifications that UPCA represents)

	2017		2023
Paraeducator (sped)	\$18.64	➡	\$25.90
RN with Bachelors	\$27.15	➡	\$38.49
Bus Drivers	\$21.40	➡	\$28.45
Mechanic	\$24.01	➡	\$33.83
Food Service	\$16.16	➡	\$21.48
Security	\$20.05	➡	\$26.66
Custodian	\$19.61	➡	\$26.08
Tech	\$23.27	➡	\$34.45

More Frequently Asked Questions:

How are union dues determined?

Dues are a flat rate based on your GROSS salary (before taxes). The lowest base dues that anyone will pay are \$11.91 for the lane of salary less than \$12,000 a year (\$1000 a month). The highest level of dues is \$84.54 for anyone making over \$60,000 annually. Remember that these dues are distributed not only to your local union UPCA, but also to WEA, NEA and the Soundview Council.

What is the \$1.00 community outreach?

Community Outreach was voted in years ago by the WEA Representative Assembly delegates who are 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 support community activities. The outreach funds are approved by Soundview UniServ Executive Committee members. More information can be found on our website.

Please explain the local UPCA 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, including release time for union leaders, bargainers and activists.

What are (Soundview UniServ) Council Dues?

The Soundview Council is the body representing seven union locals in our three districts (Clover Park, Steilacoom and University Place). We coordinate and work with 21 other WEA UniServ offices in the state to put the goals of the members of the WEA and NEA into place. Our Soundview Council represents over 2,500 certificated and classified employees.

Council Dues pay for most of the overhead such as rental space, along with UniServ staff and the half-time release for the 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 largest percentage of the lease of the office, utilities, insurances, furniture and equipment, anything to do with communications, auditor expenses, and training costs for both leaders and members, to name a few.

Why do I need to join if I already pay dues? While a law (RCW) is in place that allows unions to collect dues in districts with agency shop, no one can be forced to become a member.

Here's what you gain by joining!

Voting: You have a voice! Only members may **vote** on bargaining agreements or elections.

Professional Development: WEA offers a substantial discount to members (or at no cost) participating in the professional development network. See www.washingtonea.org/pd.

Elections: You can run for office.

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.**

Network Attorney: You may 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 automatically covered with **\$1 million liability insurance** in the event that a parent or student accuses you of wrongdoing.

Discounts: You are eligible for **discounts** for auto and home insurance, Barnes & Noble, vacations, restaurant coupons, home appliances and more! (Check out *Member Benefits* at www.mysoundview.org)

UPCA MONTHLY Gross Salary	NEA	WEA	UPCA	Council	Spec.Asses	Outreach	DUES
\$60,001 and above	\$10.54	\$45.08	\$19.47	\$8.72	\$1.00	\$ 1.00	\$85.81
\$47,001 - \$60,000	\$10.54	\$38.00	\$17.04	\$7.63	\$1.00	\$ 1.00	\$75.21
\$35,001 - \$47,000	\$10.54	\$34.21	\$14.60	\$6.54	\$1.00	\$ 1.00	\$67.89
\$27,001 - \$35,000	\$10.54	\$25.33	\$12.17	\$5.45	\$1.00	\$ 1.00	\$55.49
\$22,000 - \$27,000	\$10.54	\$17.04	\$9.74	\$4.36	\$1.00	\$ 1.00	\$43.68
\$17,001 - \$22,000	\$6.25	\$8.54	\$8.34	\$3.27	\$1.00	\$ 1.00	\$28.40
\$12,001 - \$17,000	\$6.25	\$4.25	\$5.56	\$2.18	\$1.00	\$ 1.00	\$20.24
\$12,000 and under	\$4.10	\$2.13	\$2.78	\$1.09	\$1.00	\$ 1.00	\$12.10