



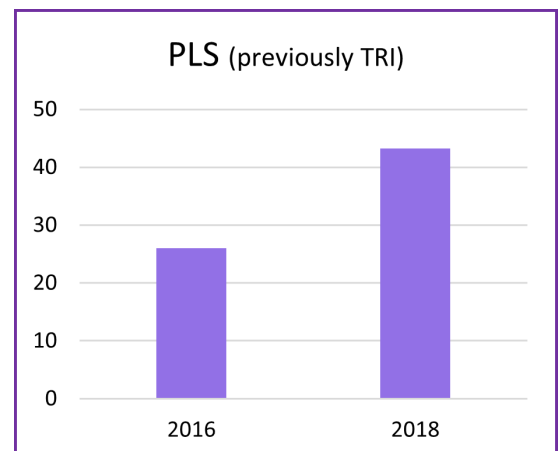
Steilacoom Education Association

Steilacoom Education Association

SEA President, Stephanie Mateus, **Pioneer Middle**, call (206) 372-2934 email at Stephanie.Mateus@WashingtonEA.org.

Bargaining Wins for You

- Assignment & Transfer Language
- Association Rights
- Class Size
- SPED TRI (additional pay)
- Due Process
- Sped Caseload Goal Language
- Extracurricular Stipends for Clubs, Department Chairs, Band, Choir, etc
- Class Coverage pay @ per diem up to 20 hours and then 1.5x per diem
- Weekly Collaboration time (ACE) - Early Release Wednesday
 - First Wednesday is teacher directed
- National Boards Fees and Costs Reimbursed up to \$3000, additional \$1000 for Psych, OT, PT, and SLP
- Class Size and Case Load / Overload Remedies
- No restrictions on personal leave use
 - 3 days per year
 - Accumulate up to 5
- Fair TPEP provisions
- Bargained up to 24% TRI (PLS)
 - 2016—26 days
 - 2018— 43.2 days



Please explain how my union dues are distributed.

When you pay union dues you are contributing to the National Education Association, the Washington Education Association, the Soundview UniServ Council, and your local union Steilacoom Education Association (SEA). You must belong to all four organizations to be a union member.

How are union dues determined? I notice that I pay a different amount than some of my union colleagues.

Dues are a flat rate based on your FTE. The lowest dues that anyone will pay are **\$31.88** for .25 FTE or less. The highest level of dues is **\$121.57** for anyone .76 FTE or more. Remember that these dues are distributed not only to your local union SEA, 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 affiliate with the Pierce County Central Labor Council—AFLCIO. The outreach funds are approved by Soundview UniServ Council representatives.

Please explain the SEA 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 our three districts (Clover Park, Steilacoom and University Place) and Bates Technical College. We coordinate and work with 21 other WEA UniServ offices in the state to coordinate efforts supporting locals and members of the WEA and NEA. Our Soundview Council represents over 2,500 plus 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 for both leaders and members, 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. Another option is for \$2.25 **ONLY** if you have signed up specifically for WEA-PAC by payroll deduction. You may see dues in only one field on your paycheck because these last two are voluntary.

Here's what you gain by joining!

1. **Professional Development:** WEA and your council, Soundview, offer numerous courses at a **substantial discount or at no cost for members**.
2. **Voting:** You have a **voice!** Only members may vote on bargaining agreements or elections.
3. **Elections:** You can **run for office**. This includes any position, not only locally, but also state-wide and nation-wide.
4. **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.
5. **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
6. **Profession Insurance:** You are covered **with \$1 million liability insurance** in the event that a parent or student accuses you of wrongdoing.
7. **NEA Member Benefits:** You are **eligible for discounts** for auto and home insurance, Barnes & Noble, Disneyland, Sea World, car and hotel rentals, restaurant coupons, home appliances and more! (Check out Member Benefits at www.mysoundview.org)



Check out the Soundview webpage at
www.mysoundview.org

253-582-1822 :: soundview@washingtonea.org
6132 Motor Ave SW, Lakewood