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How to tell if you are a member:

Have you signed a WEA membership

enrollment form? **Employment with the District does not make you a member.** (This has confused new employees who believe they are covered automatically by all union rights)

Did you know without the union bargaining on behalf of members, our certificated staff would not have protections around:

- Due Process
- Personnel Files
- Salaries and Salary Schedules
- Academic Freedom
- Planning Time
- Class Coverage
- PLC
- Evaluation
- Grievance Procedures

There's so much more to how we advocate for you. Check it out WEA-PAC at www.washingtonea.org/advocacy/wea-pac/



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.
- **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, Disneyland, Sea World, car and hotel rentals, restaurant coupons, home appliances and more! (Check out *Member Benefits* at www.mysoundview.org)



How to Join... Go online to
www.WashingtonEA.org/eJoin/



Turn over for more FAQ →

More Frequently Asked Questions:

1. *How are union dues determined?*

Base union dues are determined by your FTE. (See below for breakdowns.) Most employees are full-time, which is .76-1.0 FTE. Full-time dues amount is \$124.49 a month. Remember, these dues are distributed not only to your local union, University Place EA (\$23.84), but also to the Washington Education Association (\$59.42), National Education Association (\$17.75), and the Soundview UniServ Council (\$21.48).

2. *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.

3. *What is the \$1.00 special assessment?*

The 2022 WEA Representative Assembly approved a new special assessment. From September 1, 2022 until August 31, 2032, the annual dues of an active member includes a temporary monthly assessment of one dollar (\$1) dedicated to the establishment, maintenance, and disbursement of a fund for scholarships for BIPOC (Black, Indigenous and People of Color) individuals who are pursuing careers in public education

4. *Please explain the local UPEA dues.*

These dues help to pay for the office operating expenses, rental space, supplies, local communications, meeting expenses, president and executive board expenses, training and bargaining expenses, release time for the president and other executive board members, bargainiers and volunteers as needed.

5. *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) as well as one higher ed (Bates Technical College). 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 personnel.

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.

Monthly Dues for UPEA which has approximately 325 members:

UPEA	NEA	WEA	UPEA	Council	Spec.Assess.	Outreach	BASE Dues
.76-1.0 FTE	\$17.75	\$59.42	\$23.84	\$21.48	\$1.00	\$1.00	\$124.49
.51 - .75 FTE	\$17.75	\$44.58	\$23.84	\$16.11	\$1.00	\$1.00	\$104.28
.26 - .50 FTE	\$9.83	\$29.71	\$23.84	\$10.74	\$1.00	\$1.00	\$76.12

Members pay a \$1 per month in community outreach and \$1 per month for the BIPOC Scholarship Special Assessment. Additional forms are required to join NEAFCPE and WEAPAC. NEAFCPE – is the NEA Fund for Children and Public Education and is a voluntary \$1 per month. WEAPAC (WEA Political Action) supports pro-public education candidates with a voluntary deduction each month.