

UNIVERSITY PLACE OFFICE PROFESSIONALS (UPOP)

BARGAINING WINS FOR YOU

- ☑ Bargained Longevity Pay increases for members
- ☑ Bargained for 16 hours pay for trainings
- ☑ Bargained for member rights in transfers and position openings
- ☑ Bargained seniority
- ☑ Bargained to recognize the value of education with extra compensation
- ☑ Bargained that anytime an employee works above their classification they receive increased compensation
- ☑ Bargained ten days of vacation in first year for 260 day employees
- ☑ Bargained that employees less than 260 do not have to come in during the month of July
- ☑ Bargained cash-out for personal leave at full-rate
- ☑ Bargained a fair evaluation process
- ☑ Bargained for subs who are a former employee or retiree to be paid their rate of pay upon separation



Over six years, UPOP leadership has negotiated wage increases in excess of

25%

UPOP is an affiliate of the Soundview UniServ Council, Washington Education Association, National Education Association, and the Pierce County Central Labor Council.

Additional resources can be found at <http://www.MySoundview.Org>

If you have questions, please contact

President **Melody Vinson** at 253-566-5645x3334 or email mvinson@upsd83.org

Vice-President **Stephanie Kerr** at skerr@upsd83.org

Secretary/Treasurer **Jennie Martinez**
jmartinez@upsd83.org

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 University Place Office Professional (UPOP). You must belong to all four organizations to be a union member.

Annual Salary	NEA	WEA	UPOP	Council	Outreach & Spec.	BASE DUES
\$60,001 & above	\$10.54	\$45.08	\$11.25	\$8.72	\$2.00	\$77.59
\$47,001 - \$60,000	\$10.54	\$38.00	\$11.25	\$7.63	\$2.00	\$69.42
\$35,001 - \$47,000	\$10.54	\$34.21	\$11.25	\$6.54	\$2.00	\$64.54
\$27,001 - \$35,000	\$10.54	\$25.33	\$11.00	\$5.45	\$2.00	\$54.32
\$22,000 - \$27,000	\$10.54	\$17.04	\$10.85	\$4.36	\$2.00	\$44.79
\$17,001 - \$22,000	\$6.25	\$8.54	\$10.75	\$3.27	\$2.00	\$30.81
\$12,001 - \$17,000	\$6.25	\$4.25	\$10.75	\$2.18	\$2.00	\$25.43

Please explain the UPOP 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 release as needed for executive board members, bargainers, activists, and volunteers.

What are Council Dues?

The Soundview Council is the body representing eight union locals in Clover Park, Steilacoom, University Place and Bates. 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 2,400 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 for both leaders and members, to name a few.

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.

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 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 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 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)

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

There are two voluntary funds. One is for \$1 **ONLY** to contribute to the NEA Fund for Children and Public Ed. Another option is for \$2.25 if you have signed up specifically for WEA-PAC by payroll deduction.