

## 10 Highlights to PTE Negotiated Benefits

1. Salary Schedule, providing wage increase on your work anniversary (from A to H)
2. Personal Days, that you use at your discretion
3. Vacation Days, 18-25 depending on years of service
4. Family Illness Leave, totaling 3 days
5. Paid Holidays, totaling 13 days (not all state employees have this many days)
6. Bereavement Leave, totaling 5 days
7. COLA's (Cost of Living Adjustments), per our CBA must be funded as the State requires.
8. Longevity Pay for 10, 15, 20 & 25 years of service
9. RIF ( Reduction- in- force) rights
10. Reclassification, Discipline, Grievance Procedures and so, so much more



**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 Bates Technical College Professional Technical Employees. 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.**

Bates MONTHLY GROSS salary	NEA	WEA	Local	Council	Monthly Dues
\$5,001 and above	\$10.54	\$45.08	\$5.30	\$8.72	\$69.64
\$3,917 - \$5,000	\$10.54	\$38.00	\$5.29	\$7.63	\$61.46
\$2917 - \$3916	\$10.54	\$34.21	\$4.61	\$6.54	\$55.90
\$2251 - \$2916	\$10.54	\$25.33	\$3.20	\$5.45	\$44.52
\$1834 - \$2250	\$10.54	\$17.04	\$2.53	\$4.36	\$34.47
\$1417 - \$1833	\$6.25	\$8.54	\$2.52	\$3.27	\$20.58
\$1001 - \$1416	\$6.25	\$4.25	\$2.51	\$2.18	\$15.19
\$1,000 and under	\$4.10	\$2.13	\$2.50	\$1.09	\$9.82

**How are the additional \$1.00 for both community outreach & special assessment used?**

Community Outreach and Special Assessment 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 funds are used to help with Caring for Kids ([www.carekids.org](http://www.carekids.org)), a charity supporting students in need and affiliation with the Pierce County Central Labor Council—AFL-CIO. The outreach funds are approved annually by Soundview UniServ Council representatives. Special Assessment goes towards a scholarship for BIPOC union members.

**Please explain the Bates PTEs 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 2,500 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.

**There is another contribution that you can make to benefit you.**

For \$15 annually (or more of your choosing) towards the WEA-PAC which supports local pro-public education, pro-labor candidates that value the collective bargaining process as well as support funding.

**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 nationwide.
- 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](http://www.mysoundview.org))

If you have questions, call Bates PTE President, **Jannica Scott**  
**253-680-7029**  
**Jannica.Scott@washingtonEA.org**

**Check out the Soundview webpage at**  
[www.mysoundview.org](http://www.mysoundview.org)