

Substitute Teacher Members to Vote on MTEA/WEAC/NEA Unified Membership

Your ballot on the question of establishing MTEA/WEAC/NEA unified membership for substitute teachers is enclosed, along with a special return envelope.

Ballots must be postmarked no later than **June 4** to be counted.

The MSTA Balloting Committee will count the ballots after school on **June 6**.

Questions?

If you have questions about WEAC/NEA membership, please call either:

Cheryl Barczak
MTEA Staff
259-1990, **or**

Kim Wiemer Noyce
WEAC Organizer
1-800-362-8034 ext. 304

Majority of Members Voting Will Decide

The MTEA Constitution specifies that a simple majority vote of active MTEA substitute teacher members voting is required to approve unified MTEA/WEAC/NEA membership.

There are currently over 300 MTEA substitute teacher members. Suppose 199 members return their ballots by the June 4 postmark deadline. If 100 members vote "yes" (which would be a simple majority of those voting), **all** substitute teacher members would have unified membership starting September 1, 2008.

Unified Membership Would Be Required

If unified membership is approved, you will **not** have the option of joining just MTEA. Unified membership at all three levels - local, state, and national - would be required of **all** members.

Just like teachers and educational assistants, substitutes who chose not to join the union would pay fair share to all three levels - MTEA, WEAC, and NEA - local, state, and national.

Please Examine and Vote

The substitute teacher leaders on the MSTA Executive Council are **not** making a recommendation to the membership on unified WEAC/NEA membership. Based on carefully examining this issue, the Council asks you to consider the benefits and cost - and make your own choice.

◆ WEAC has provided information on the benefits throughout this school year and at recent meetings. A brief review is on the back.

◆ The costs were detailed in the May 9 Dispatch. They are described again (see back) with one minor correction.

The last Dispatch incorrectly reported that the \$10 WEAC political action contribution would be \$10 next year. WEAC plans to phase in the PAC amount, along with WEAC dues, at 30% in 2008-09.

Please continue on back...

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WEAC Has Communicated the Benefits

- ◆ Throughout this school year, you have received WEAC publications and have had access to the members' pages of the WEAC Web site.
- ◆ WEAC presented information on unified membership at the March 18 General Membership Meeting of substitute teachers.
- ◆ On May 15, there was another General Membership Meeting. A WEAC representative explained the unified membership and answered individual questions.
- ◆ In addition, you should have received a special mailing from WEAC last week - outlining the benefits of WEAC and NEA membership.

WEAC Dues Phase-In Explained

If unified membership is approved, WEAC will phase in WEAC dues payments over four school years. In 2008-09, MTEA substitute teacher members would pay **30%** of the WEAC dues; in 2009-10, **70%**; in 2010-11, **90%**; and **100%** in 2011-12.

It is not possible to predict what the exact amounts will be after the phase-in is completed in 2011-12 because dues increase each year.

WEAC and NEA Dues for 2008-09

The annual WEAC dues amount for substitute teachers in 2008-09 would be \$145.50. However, MTEA members would pay only 30% next school year - \$43.60, which is \$2.18 per paycheck.

In addition to WEAC dues, substitute teacher members voluntarily contribute \$10 statewide for political action each year. This amount is refundable, and would be phased in over three years. Next year, the PAC amount would be \$3, which is \$0.15 per paycheck.

In 2008-09, the annual NEA dues for substitute teachers will be \$47.20. NEA dues would **not** be phased in. The biweekly NEA dues deduction would be \$2.36 next school year.

The total for WEAC dues and PAC (30% phase-in) and NEA dues for 2008-09 would be **\$93.80 – \$4.69** per biweekly paycheck.

MTEA/WEAC/NEA Dues

If unified membership is approved, the WEAC/NEA dues would be added to the MTEA dues. The proposed MTEA dues (plus PAC) amount for 2008-09 is **\$308.80 – \$15.44**/paycheck.

The total amount of **unified** dues would be **\$402.60**, which would be **\$20.13** for 20 paychecks.

Please mail in your ballot today!

Ballots must be postmarked no later than June 4.