



2023-24

Membership Enrollment Guide



WEA Membership Department - P.O. Box 9100, Federal Way, WA 98063-9100
253-765-7105 or 253-941-6700, ext. 007105 Fax — 253-765-7110
member.records@washingtonea.org

The WEA Membership Enrollment Guide is an annual publication distributed to all Local Affiliates and WEA-related employers as an official advisory of association dues rates and policies. The current version of this document is available at www.washingtonea.org/enrollguide

WEA at a Glance.....	3
The Value of Membership	4
Eligibility for WEA Active-class Membership	5
Active-class Membership Categories	6
Other Membership Classes.....	7
WEA / NEA Membership Processing	8
Membership Contacts	9
Payroll Office Responsibilities	11
ESP (Classified Employee) Payroll Office Responsibilities	12
Special Assessment.....	13
Membership Resignations.....	13
ESP Extra-Curricular Members	13
Dues Collection – Overview	14
Dues Collection – Process	15
Dues Collection – Receipt File Guidelines	16
Non-Members	17
SHB 1200.....	17
Local Association Membership Responsibilities.....	18
eJoin	19
Enrollment Forms.....	20
Membership Cards.....	20
Membership Rosters and Updates.....	21
Local / UniServ Dues Disbursements.....	22
Non-Payroll Membership.....	22
Important Dates.....	23
WEA-PAC (Political Action Committee) Contributions	24
NEA FCPE Contributions	25
NEA / WEA / UniServ Dues and Contribution Amounts	26
Association Membership Contacts	43
Valid Membership Type Combinations.....	54
Other Codes.....	56
Forms.....	57

WEA at a Glance

Mission: To advocate for excellence, inclusion and a racially equitable public school system for all students, staff, and communities.

Membership: WEA includes over 94,000 public school educators from pre-K through higher education. Our members are the teachers, assistants, nurses, counselors, librarians, secretaries, custodians, cafeteria workers, and bus drivers who run the classrooms and buildings for our state's one million students.

Our membership also includes people who are studying to become teachers, who are two- and four-year college professors, and who have retired from the education profession.

Affiliates: WEA has 384 local associations in almost every school district in the state. The locals are affiliated with WEA and the National Education Association, the country's largest education employee union.

Structure: WEA, headquartered in Federal Way, has 188 employees. Twenty-two regional offices, called UniServ councils, are located throughout the state to provide direct services to WEA members.

Governance:

President: Larry Delaney became WEA president in July 2019. Before that, he was a high school math teacher in the Lakewood School District in Snohomish County for 27 years. Before being elected as the WEA President, Delaney was the Council President of WEA Fourth Corner and local president of Lakewood EA, where he started as a member of the bargaining team and later became a building rep.

Vice President: Janie White is the first Education Support Professional, and first black woman to be elected to one of WEA's statewide positions. Before her election, she served as the office manager of Nelsen Middle School in Renton. She was the Renton ESP president after serving as a building rep and bargaining team member. She has also been active on WEA's ESP Action Coordinating Team (ACT) which advocates for ESPs.

WEA is led by an 83-member board of Directors, which sets policy for the organization. The Board meets throughout the year.

Every Spring, WEA holds its Representative Assembly, where about 1,000 delegates, elected by their peers, gather to create policy, direction and determine the work of the association for the upcoming year. Every other year, the delegates elect the WEA president, vice president, and representatives to the NEA Board of Directors.

Executive Director: Aimee Iverson is the first female executive director in WEA's history, taking the helm in January 2021. She began her WEA career in 1997, serving in several positions, including becoming General Counsel in 2008.

For more information, visit our website:

www.washingtonea.org

The Value of Membership

When you join your local education association, you also become a member of WEA and NEA, and you gain the benefit of joining with other educators who believe in the promise of public education and standing strong for our profession.

We'd like to welcome you to WEA, the most powerful statewide organization advocating for students, public education and educators. We represent employees in nearly every public school district across Washington. WEA membership gives us the strength in numbers to achieve results we can't reach separately. Together, we have won more funding for our students and better salaries and benefits for educators. We know that when we come together, we make a difference. That is why WEA is committed to improving racial equity and social justice in our schools – so that each student is respected, valued and lifted up by a quality public education.

Our local union negotiates for better salaries, benefits, and a fairer evaluation process, and makes sure our contract is enforced. With a united membership behind it, our local has the power to protect our rights and to fight for the needs of our students.

To build on this progress, we need to maintain a strong, united WEA membership. Thanks for joining.

Quality Professional Development

WEA supports you in becoming a better educator.

Whether you are a new teacher honing your skills, are navigating the teacher evaluation system, want to become nationally certified or are looking for help on how to better implement the Common Core, WEA offers some of the best professional development in the state.

The WEA Professional Development Network provides a listing of trainings for certificated and classified staff by location and date in the state on a variety of topics that you have told us you care about. Our trainings are member-driven, developed and reviewed by educators, and often provided by teachers and staff who know and understand what works in the classroom.

Learn more about the Professional Development Network at: www.washingtonea.org/pd/

Better Pay and Benefits through Local representation

Your pay, benefits and working conditions are bargained into a contract locally by members, union leaders and staff. They turn to you to know the issues and concerns you care about to make sure your interests are reflected in your contract.

Each local works to meet the specific needs of its members, and they often bargain for things like paid time for collaboration and professional development, increased TRI, or improvements in other benefits.

Impact on public policy

Teaching kids shouldn't be a partisan issue. We support people and policies that are good for public education, public educators and labor. We are active in supporting levies, issues and candidates at the local, state and national levels to promote pro-education outcomes that improve your life and work.

One voice can be powerful. Tens of thousands of voices that are united are nearly unstoppable. Together, we create a strong and credible voice in debates to advance legislation and policies that benefit our students, public schools, and school employees.

You can learn more at: www.washingtonea.org/advocacy

Stretching your dollars

Your membership includes access to NEA Member Benefits, which offers a variety of ways to stretch your dollars, whether on daily purchases, insurance, or supplemental retirement. NEA Member Benefits only works with highly trusted vendors who provide high-quality customer services and products.

Learn more at www.neamb.com

Every member counts

As a member of WEA, you have a voice in running our Association. Members can engage in decision-making in your building, local, state, and national Associations. Together, we decide the issues our Association will champion, such as working conditions in our schools and improving the quality of education for our students.

Eligibility for WEA Active-class Membership

Active Membership shall be open to:

1. Any person engaged in the profession of teaching or in other education work within the K-12 education system who is employed in a WEA-affiliate-represented, non-supervisory position which requires that person to hold a baccalaureate degree, higher degree or a Washington State Certificate (where required).
2. Any person engaged in the profession of teaching within the community or technical colleges or universities who is employed in a WEA-affiliate-represented, nonsupervisory position.
3. Any classified Educational Support (ESP) employee of any school district, college, university or other educational institution who is employed in a WEA-affiliate-represented, non-supervisory position, and not otherwise eligible under subsections 1 or 2 above.
4. Officers of the WEA or WEA affiliates who pay active member WEA dues.

Membership in the WEA or an affiliated association is conditional upon the payment of local, UniServ, state and national dues. ("Unified Membership" is required.)

Members shall agree to: (a) subscribe to the goals and objectives of the WEA; (b) abide by its Constitution and Bylaws and (c) adhere to the National Education Association (NEA) code of ethics of the education profession if engaged in teaching or other educational work.

Active-class Membership Categories

Certificated PK-12

Includes all active members as described in section 1 on page 5 who are contracted employees. Dues may be paid via cash or payroll deduction. Membership dues amounts are tiered based on the following categories:

- 0.76 – 1.00 FTE
- 0.51 – 0.75 FTE
- 0.26 – 0.50 FTE
- 0.25 and less FTE

Higher Education

Includes all active members as described in section 2 on page 5 who are contracted employees. Dues may be paid via cash or payroll deduction. Except for United Faculty of Washington State, Membership dues amounts are tiered based on the following categories:

- 0.76 – 1.00 FTE
- 0.51 – 0.75 FTE
- 0.26 – 0.50 FTE
- 0.25 and less FTE

Education Support Professionals

Includes all active members as described in section 3 on page 5. Dues are based on FTE and expected annual salary (exclusive of overtime and special pay). See section on Education Support Professionals.

Substitute Teachers

Includes all active members as described in section 1 on page 5 who are non-contracted substitute teachers. Dues may be paid either as a one-time, annual cash payment or by payroll deduction. Payroll deductions are to be collected on a 90-day prorated basis. Substitutes may only join NEA/WEA if they are also eligible to join their Local Association.

Part-time AHE

Includes active members as described in section 2 on page 5 who are teaching on a quarterly, non-continuing, part-time contract in higher education.

NEA Life Membership

This classification is no longer being offered, effective July 6, 1973. NEA Life members actively teaching must be unified members of the WEA and local affiliate, unless ineligible (i.e., supervisors, administrators, etc.).

www.washingtonea.org/ejoin

Other Membership Classes

WEA / NEA Retired

Available to members who retire from employment and want to continue their membership.

WEA Retired Membership shall be limited to any person who has held active membership in the Association (or an education association of any state other than Washington) prior to retirement, and/or who is an annuitant of a public education employees' retirement system or a retirement system of a college or university or education agency, *and* who was employed for at least five (5) years in a position that qualified him or her for Active membership but who is no longer so employed. However, no person who has served as a school administrator may be a member of WEA-Retired unless such person was an active WEA member who was not employed as an administrator at the time of retirement.

Current Active-class members that have satisfied the requirements above are eligible to become Pre-Retired members. Upon retirement, the Pre-Retired membership automatically converts to a Retired Lifetime membership. Pre-Retired members participate in governance and representation activities through the Local in which they are active members, not through WEA-Retired. To be eligible for membership in WEA-Retired, a person must also become a member of NEA-Retired and any Retired-class local association which might exist. Any individual who held retired membership prior to the existence of WEA-Retired shall not be entitled to membership in WEA-Retired without payment of WEA-Retired dues. WEA-Retired members shall not be entitled to vote or hold office in WEA except that WEA-Retired delegates to the WEA Representative Assembly may vote at that Assembly.

<https://www.washingtonea.org/membership/join/retired/>

Student

Limited to any person who is eligible for Student (Aspiring Educator) membership in the National Education Association. Students must be enrolled in an accredited School of Education program in Washington State. Annual dues must be paid via check or online credit card enrollment.

<https://www.washingtonea.org/membership/join/swea/>

Reserve

Available to any former WEA Active member (certificated or educational support professional) whose employment status no longer qualifies that individual for active membership. Annual dues must be paid via check or online credit card enrollment.

Associate

Limited to any group or individual who is interested in education and subscribes to the mission, goals and core values of the WEA, and who is not eligible for other classes of membership. Annual dues must be paid via check or online credit card enrollment.

<https://www.washingtonea.org/membership/join/associate-reserve-membership/>

<https://www.washingtonea.org/membership/join/>

WEA / NEA Membership Processing

WEA employs a distributed data processing system whereby Membership Staff at either WEA Headquarters in Federal Way or at the UniServ Council level are responsible for Membership records and Dues collection for employees in each bargaining unit. Whether the tasks are performed at a UniServ office or at Headquarters, all membership data is maintained using the NEA360 System. Membership Staff respond to requests for information, materials or assistance from Local Affiliates, employers and individual members.

For both Local Associations and School Districts, the primary point of contact and official WEA Membership representative is the corresponding staff member listed on pages 9-10. Data entry, record maintenance and reporting for Locals is assigned as follows:

UniServ Level

Kent
Lake Washington
North Central WEA
Puget Sound
Rainier
Soundview
Spokane
Summit
Tacoma
Vancouver
WEA Cascade
WEA Chinook
WEA Eastern Washington
WEA Fourth Corner
WEA Lower Columbia
WEA MidState
WEA Olympic
WEA Riverside
WEA Sammamish
WEA Southeast

Headquarters

Pilchuck
Seattle
United Faculty of Washington State

In addition to the councils listed above, WEA Headquarters Membership Staff are responsible for dues collection and disbursement, special membership types (Retired, Associate, Staff, Reserve, etc.), WEA membership policy, reporting, training, and coordinating all statewide issues and procedures.

All enrollment forms, changes of address, dues distribution breakdowns, and any other information or inquiries pertaining to specific membership maintenance should be directed to the appropriate UniServ or Headquarters Membership Staff person listed on the following pages.

Membership Contacts

WEA Membership Department PO Box 9100 Federal Way, WA 98063-9100	member.records@washingtonea.org	253-941-6700, x007105 or 253-765-7105 Fax: 253-765-7110
Tom Baier, <i>Supervisor of Membership Systems</i>	tbaier@washingtonea.org	253-765-7015
Scarlett Riebold, <i>Senior Membership Records Assistant</i>	sriebold@washingtonea.org	509-324-2158
Beverly Roehr	broehr@washingtonea.org	253-765-7018
Stephanie Ellwein	sellwein@washingtonea.org	253-765-7016

State staff process all retired, student and special memberships, in addition to those from Pilchuck and Seattle.

Payments: WEA Payroll Deductions PO Box 24581 Seattle, WA 98124-0581	Receipt Files / Questions: Please contact your WEA Staff Membership Contact listed on these pages
<u>Dues Remittance:</u> Please see page 14 of this document for more detailed information.	

WEA Cascade 22522 29th Drive SE, #205 Bothell, WA 98021-4443	Chenoa Gray-Brewer cgray@washingtonea.org Beth Rogers brogers@washingtonea.org	425-486-7101 x101 425-486-7154 Fax 425-486-7101 x100
WEA Chinook 5220 Capitol Blvd S Tumwater, WA 98501-4419	Jeannette Lael jlael@washingtonea.org	360-943-1776 x201 -or- 800-244-0147 360-943-0675 Fax
WEA Eastern Washington 230 E Montgomery Spokane, WA 99207-2221	Justeen Paige jpaige@washingtonea.org	509-324-2159 -or- 888-525-4044 509-325-5906 Fax
WEA Fourth Corner 405 32 nd St, #205 Bellingham, WA 98225-0951	Iona McClellan imcclellan@washingtonea.org	360-647-7101
Kent UniServ Council 10427 SE 244 th St Kent, WA 98030-4961	Tiffany Phelps tphelps@washingtonea.org	253-852-1350 253-854-8404 Fax
Lake Washington UniServ 8575 164 th Ave NE, Ste 100 Redmond, WA 98052-3679	Diana Wagner dwagner@washingtonea.org	425-822-3388
WEA Lower Columbia 2240 Robbins St Longview, WA 98632-9272	Shari Boyd sboyd@washingtonea.org	360-425-8900 x101 360-425-0258 Fax
WEA MidState 711 North Keys Rd Yakima, WA 98901-1171	Sally Laurvick slaurvick@washingtonea.org	509-853-1352

North Central WEA 37 S Wenatchee Ave, Ste D Wenatchee, WA 98801-2243	Lisa Mulhall lmulhall@washingtonea.org	509-886-0870 x3 -or- 800-548-3405 509-884-6623 Fax
WEA Olympic Council 26297 Twelve Trees Lane NW Poulsbo, WA 98370-9435	Stephanie Mikos smikos@washingtonea.org Katie Richardson krichardson@washingtonea.org	360-779-4818 x101 -or- 800-800-4896 360-779-6768 Fax
Puget Sound UniServ 4508 Auburn Way N, Ste D Auburn, WA 98002-1381	Kim Thomas kthomas@washingtonea.org Laura Chaplin lchaplin@washingtonea.org	253-852-2002 x101 -or- 800-734-5655 253-852-1957 Fax
Rainier UniServ 575 Andover Park W, #205 Tukwila, WA 98188-3348	Lori Fleck lfleck@washingtonea.org	206-246-9308 206-246-9312 Fax
WEA Riverside 5516 NE 107 th Ave, #200 Vancouver, WA 98662-6163	Teresa Correy tcorrey@washingtonea.org	360-256-0880 x303 360-256-3431 Fax
WEA Sammamish 1800 112 th Ave NE, #205-E Bellevue, WA 98004-2937	Charlotte Cole ccole@washingtonea.org Amy Moszeter amoszeter@washingtonea.org	425-440-6151 Charlotte 425-440-6150 Amy 425-440-6161 Office
Soundview UniServ 6132 Motor Ave SW, #W-1 Lakewood, WA 98499-1529	Billie Jo Wood bwood@washingtonea.org	253-582-1822 x10 253-582-1828 Fax
WEA Southeast 7403 W Grandridge Blvd Kennewick, WA 99336-7731	Michelle Joy mjoy@washingtonea.org Bridget Steen bsteen@washingtonea.org	509-735-7206 Michelle 509-783-2709 Bridget 509-783-6318 Office
Spokane UniServ 230 E Montgomery Spokane, WA 99207-2221	Deven Nickerson dnickerson@washingtonea.org	509-325-4503
Summit UniServ 201 43 rd Ave SE Puyallup, WA 98374-2183	Marilyn Heaton mheaton@washingtonea.org Ashley Lindsay alindsay@washingtonea.org	253-845-4535 x102 253-845-1437 Fax
WEA Tacoma 3049 S 36 th St, #300 Tacoma, WA 98409-5701	Jessica Phillips jphillips@washingtonea.org	253-565-4411 x101 253-566-9147 Fax
Vancouver UniServ 2509 Broadway St Vancouver, WA 98663-3268	Cindy Brown cbrown@washingtonea.org	360-695-3397 x3 360-694-8337 Fax

Payroll Office Responsibilities

The primary responsibility of the payroll office is to make monthly deductions of authorized membership dues and contributions as authorized under state law and as provided in bargaining contracts with employee groups. Payroll offices are authorized under collective bargaining statutes to make payroll deductions of association dues and insurance premiums (RCW 28A.405.400, 28B.52, 41.04.230, 41.56.110, 41.59.060).

It is very important for all parties to honor specific provisions of negotiated Collective Bargaining Agreements (or Contracts). Typically, there will be an important section on "Association Security". Employees covered by the agreement are usually included under a "Recognition" clause.

Dues rates for Certificated and Higher Education members are typically based on employment FTE.

It is important that the payroll officer work closely with a representative of the local association and your WEA Membership Contact in administering dues deductions.

Changes in dues amounts each year are initiated by the WEA office for continuing members for the September payroll. WEA does not permit mid-year dues rate changes. Obviously, the payment amounts by individual will fluctuate based on changes in FTE or assignment. Rates announced in the fall for NEA, WEA, UniServs and all WEA Locals should remain in effect for the entire September-through-August membership year.

Members may be added to or deleted from the billing invoice by the payroll office as directed by the local association or WEA Membership Contact. Terminated employees should be removed from the billing at the date of termination. If termination occurs prior to the end of the school year, the balance of annual dues should be deducted from the last paycheck.

Substitute, Part-time AHE and Extracurricular members' dues should NOT be remitted through the WEA dues invoicing system along with regular employees. Since dues procedures vary, please contact your WEA membership contact for procedures applicable to your local.

The payroll office will receive copies of membership enrollment forms. These forms, along with any dues distribution forms provided by the local association should be filed for reference.

Continuing members typically have dues deducted:

12 months — September through August Deduction Dates

OR

10 months — September through June Deduction Dates

Do not payroll-deduct WEA-PAC or NEA FCPE for non-members, Substitute, Community College, Technical College or four-year University members. (Exception note: there is a pilot PAC deduction program operating at Bellevue College)

ESP (Classified Employee) Payroll Office Responsibilities

Payroll offices are authorized under RCW 41.56.110 (school districts) to make deductions of association dues and insurance premiums. The primary responsibility of the payroll office is to make monthly deductions of authorized membership dues and contributions as authorized under state law and as provided in bargaining contracts with employee groups. The payroll office will receive and should retain copies of membership enrollment forms.

NEA Dues are based on FTE as follows:

FTE Range	Anticipated Annual Hours OR Actual Monthly Hours	
0.51 – 1.00 FTE	721 or more	121 or more
0.26 – 0.50 FTE	361 – 720	31 – 120
0.25 or less FTE	360 or less	30 or less

Employers may use a different model to calculate FTE for dues purposes (benefit factor, etc.) if it is operationally expedient, applies to all bargaining unit members equally, and does not negatively impact individual employees.

WEA Dues and UniServ dues are based on anticipated, regular gross annual income in the following lanes:

\$60,000.01 and above
\$47,000.01 to \$60,000.00
\$35,000.01 to \$47,000.00
\$27,000.01 to \$35,000.00
\$22,000.01 to \$27,000.00
\$17,000.01 to \$22,000.00
\$12,000.01 to \$17,000.00
\$12,000.00 and below

Placement of individuals in the dues lanes should be reevaluated as their employment status changes (additions or subtractions of hours or assignments, etc.). It is not the association's intent that payroll officers continuously manually reevaluate lane assignments for those people whose anticipated income places them near the boundary between lanes. Do the fair thing for a given individual within the context of employer operational capabilities.

For both the NEA FTE calculation and the WEA income calculation, the measurement should be applied against the summary of all employment assignments for a particular individual within WEA-represented bargaining units and should NOT include overtime pay.

It is important that the payroll officer work closely with a representative of the local association in administering ESP dues deductions. Membership questions may also be directed to the WEA membership staff or to the appropriate UniServ office (see pages 9-10).

Each UniServ and each Local should help facilitate accurate collection by reporting annual dues rates to all appropriate parties, and by working with WEA Membership Contacts and employers, including ensuring that each member pays the appropriate amount of dues.

Unless a variance is expressly authorized by WEA, Employers should remit ALL dues funds (NEA, WEA, UniServ and Local) directly to WEA.

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.

The assessment is \$1 per month per member regardless of FTE, income or membership subclass (Cert, Higher Ed, ESP). It will be listed as a separate fund on invoices beginning in September. The assessment is required for members and needs no separate authorization.

Membership Resignations

Please direct any member requesting revocation of membership dues to contact WEA via phone at (253) 765-7190 or email to nonmemberinfo@washingtonea.org from their non-district account for information on how to revoke membership. WEA will respond promptly, but only to inquiries directly from members. WEA will not respond to employer payroll officers calling on behalf of employees who wish to resign. Pursuant to RCW 41.59.060(2), an employee's request to revoke authorization for payroll deductions must be submitted to the union, who will then notify the employer. The employer shall rely on the information provided by WEA regarding the authorization and revocation of membership dues deductions.

ESP Extra-Curricular Members

Extracurricular members must pay unified association dues according to published rates.

Neither WEA nor NEA make provision for reduction in Extracurricular dues amounts for partial contracts.

An employee in an extracurricular bargaining unit who has already signed a Local/WEA/NEA Membership Enrollment Form as part of the Certificated unit in the same district does not need to sign another enrollment form for Local extracurricular dues to be collected. It is up to the Local whether or not to collect additional Local dues for membership in more than one bargaining unit within the same Local.

Individuals who are already association members are not required to pay additional NEA/WEA dues as a result of an extracurricular assignment within the same local association. Any extracurricular employee who is not already a member of the Local Association must sign a Local/WEA/NEA Membership Enrollment Form for dues to be collected.

Because of the short duration of most extracurricular contracts, it is often preferable for the Local Association to collect extracurricular membership dues via check than to have the dues deducted via payroll. Please do not remit extracurricular dues through the WEA Payroll Deduction System.

Dues Collection – Overview

After payroll deduction from individual Member checks, all Association dues should be made payable and sent to:

WEA Payroll Deductions
PO Box 24581
Seattle, WA 98124-0581

- ✓ Please always **download and include the payment coupon** with your check remittance (noting the amounts for dues, WEA-PAC and NEA-FCPE):

Based on instruction from WEA and Local Associations, and working collaboratively with employers, WEA Membership Contacts prepare invoices for each bargaining unit and subsequently receive funds, balance and verify individual payments, release funds for distribution to appropriate parties, and generate reports.

Local Association officers should work collaboratively with their payroll office and WEA Membership Contact to ensure deductions are started promptly and accurately.

- Employees who have moved to a new district should fill out a new enrollment form and be processed as new members.
- Make contact early in the fall to work out a schedule.
- Use the dues distribution form (or some other mutually agreeable instrument) to record new deductions, the initial deduction month, and the correct breakdown of dues.
- Make sure that you work closely with your WEA Membership Contact and provide him/her with copies of all enrollment forms and dues distribution forms.

There is a shortened, graphical depiction of the dues collection process available at this link:

<https://wea.mobi/PROsReport>

NOTE: This section (pages 14-17) does not apply to the following locals, who have already made formal provision with WEA for the employer to remit dues directly to the Local:

Auburn E A
Bellevue College AHE
Everett E A
Evergreen E A

Federal Way E A
Kent E A
Seattle E A
Vancouver E A

This section also does not apply to the following locals, whose employers are already remitting dues directly to WEA via a different method:

Big Bend CC Faculty Assn
Clark College
Green River United Faculty
Renton E A
Renton ESP

Renton Prof-Technical Assoc
United Faculty of Central
United Faculty of Eastern
United Faculty of Evergreen
United Faculty of Western

Dues Collection – Process

- Invoicing is for a specific **Deduction Date**. Nearly all employers deduct association membership dues on the last business day of the month.
- The first Deduction Date after September 1 each year will reflect **updated dues rates** for the new membership year.
- **WEA provides invoices** to Payroll Officers in electronic format. Payroll Officers receive an email notification when invoices are available.
- We want invoices to be as clean as possible, so the new invoice is issued only after balancing and reconciling the previous invoice. The faster we get the payment and the electronic detail behind that payment, the faster the next invoice will be generated. Dues invoices are not tied to either the same cycle as insurance billings or to other locals in the same district.
- All Payroll Officers have credentials to access a **secure site** to download invoices and payment coupons, and to upload receipt files. That address is <https://billing.nea.org/billing/wea/>
- Accounts are deactivated for Payroll Officers who do not access (log-in to) the Billing site within a 90 day period.
- Payroll Officers can make necessary changes to the invoice and upload the edited invoice as their **“Receipt File”** to the secure site. We are also happy to get a “vendor register” or some other data file from your HR/Payroll system. Please see next section for “Dues Collection - Receipt File Guidelines”. It is very important that we receive an electronic file detailing how much was paid by each employee for that deduction date.
- **Payment and Receipt File are due no later than the 15th of the month** following month end deductions, but we would of course like to have both of them as soon as possible. Please do not delay the payment if you are still working on the reconciliation. Please keep your Membership Contact in the loop about your progress and status.
- Please **do not make ANY credit adjustments (remit negative amounts) on the September payroll run**. The membership year runs from September 1 through August 31. If a refund of association dues for a PRIOR YEAR deduction is necessary, please work with your WEA Membership Contact to provide details. WEA will issue refunds for prior year deductions directly to employees as needed.
- Similarly, please **do not remit credit adjustment transactions for any prior year erroneous deductions**. i.e. do not make an adjustment in September (or October or after) for dues that were deducted in August or prior. Adjustments within the same membership year continue to be accepted.
- **WEA-PAC contributions may NEVER be refunded/credited through the payroll process**. WEA will issue required refunds directly.
- If you need to refund or negatively adjust a deduction where the deduction was originally sent to WEA WITHIN THE SAME MEMBERSHIP YEAR, please work closely with your WEA Membership Contact and transmit a NEGATIVE amount or NET amount for the person – by fund – on your Receipt File.
- You can do a retro-adjustment any time if a prior deduction in the current membership year was missed – just work with your WEA Membership Contact on the details and transmit the extra amount.
- If a person is employed before September 30 and joins the Association at a later date, full annual dues should be prorated over the months remaining in the membership year.

Potential members are encouraged to join the Association at any time during the year. If a person becomes employed after September 30, they may be enrolled for the remainder of the membership year by paying the amount of annual dues commensurate with the remaining portion of the membership year.

Dues Collection – Receipt File Guidelines

WEA needs to be able to balance and record monthly amounts remitted by each employee. There are many ways for districts/colleges to provide this information (a “Receipt File”), and we want to be flexible and work with you in ways that are comfortable and convenient.

- **Please send us an electronic file so we know how much each employee paid.** We greatly prefer an Excel or CSV file. A scan of a hand marked-up PDF invoice is not ideal, but okay, too. Please DO communicate with your WEA contact about CHANGES any time!
- We can accept a wide variety of Receipt Files, but we do **strongly** request that all materials related to balancing dues payments be uploaded to our secure site at <https://billing.nea.org/billing/wea/>
- **Our secure site is set up to protect you as well as our members.** Please don't send personal employee information via unsecured email. Contact your WEA Membership Contact for other arrangements.
- Please **do not send detailed, paper, receipt-file information with your check** and payment coupon – upload document(s) to the billing site instead.
- We prefer **one data file with one record per employee** that corresponds to the total on the check.

Simplest First Choice: Take the Excel invoice we provide, make and note changes, and upload the balanced version.

Another Easy First Choice: An electronic file from your payroll/HR system. If it's easy for you to generate a “Vendor Register” or some other data file from your system, we will gladly take it. We want as many as possible of the following fields as IDENTIFIERS:

- | | |
|--------------|---|
| • Last Name | • Employee ID (system assigned at the district level) |
| • First Name | • Work Email Address |
| • SSN4 | |

Additionally, we want the dollar amount dues/PAC/etc. corresponding to the individual's deduction being transmitted on the check. There are quite a few dues funds, and we know that data entry practice varies widely from district to district. While we prefer having each fund in a separate column/field, having one column for the total deduction is also acceptable. Please help your Membership Contact understand how the file is structured.

Distant Second Choice: Take the PDF invoice we provide, print it out, mark it up with changes, scan it to PDF and upload that file to the secure site.

Other Options: WSIPC created a Crystal Report accessible by districts who use Skyward. It is called Human Resources\Custom Reports\RE\HR_PA_WEA-DedBen.rpt. More info available at <https://wea.mobi/CrystalReport>

There is also a report for districts that have transitioned to Qmlativ – (WEA Dues Report_20190710) – more info available at <https://wea.mobi/QmlativReport>

Please work directly with your WEA Membership Contact for other arrangements, or if you have questions any time.

Non-Members

As previously communicated to you in June 2018, the *Janus* decision means that the association may no longer collect fair-share fees from represented non-members.

- DO NOT deduct any association dues/fees/contributions from non-members. Be sure all new district staff who join the union have provided a signed enrollment form before deducting dues.
- Employees may NOT opt-in to pay a representation fee; only association members may remit dues/fees/contributions to the association.
- Non-Members will not be issued Membership Cards, and are ineligible to vote in Association Elections

Please collaborate with your Membership Contact to provide information about all employees represented by WEA affiliates. Please work out a schedule and process so that the association is aware of pertinent information about all new hires and is informed of all terminations.

SHB 1200

In June, WEA sent a message – via both email and USPS – to all employers with WEA bargaining unit members about SHB 1200. This new state law passed during the 2023 Legislative Session requires public employers to provide employee information to their exclusive bargaining representative. Text of the bill can be accessed at the link below.

<https://lawfilesexternal.wa.gov/biennium/2023-24/Pdf/Bills/Session%20Laws/House/1200-S.SL.pdf>

Submitting information per HB 1200 will not replace or eliminate existing processes for providing information to local associations in fulfillment of CBA provisions or notifications regarding payroll deduction of union dues. For questions about HB 1200 implementation, contact WEA at EmployerSupport@washingtonea.org

WSIPC created both an SMS Crystal Report and a Qmlativ custom report for their client districts that may be helpful in satisfying the requirements of SHB 1200. More information is available in their informational message from July 19 posted at the link below.

<https://wea.mobi/SHB1200Report>

Local Association Membership Responsibilities

Locals should assign responsibility for membership processing **to one person** who will be the membership coordinator for the local association. This person will act as liaison between the local and the other parties involved: employer payroll office, WEA membership staff, UniServ office, etc. The Local Association should notify the WEA membership contact who the local membership coordinator will be for the coming membership year. Suggested persons would be the Treasurer, Membership chairperson, Association office secretary, President or President-elect.

Membership Coordinator/Chair Responsibilities

- To enroll all new employees as association members
- To ensure that all represented employees are paying the appropriate amount of dues
- To work closely with the President and the executive board of the local association
- To be familiar with WEA and NEA membership policies and procedures
- To coordinate payroll deduction procedures with the WEA Membership Contact and the district or college payroll office
- To develop and implement a building-representative-based membership enrollment program
- To maintain local membership records
 - ✓ Mail enrollment forms and dues distribution forms to the WEA Membership Contact promptly;
 - ✓ Audit the membership rosters provided by WEA;
 - ✓ Notify cash members when annual payment is due;
 - ✓ Review completed enrollment forms for accuracy and completeness;
 - ✓ Complete the dues distribution form and cash dues distribution form; make certain that dues and contributions breakdown is shown for each type of deduction; i.e., NEA, WEA, Community Outreach, Special Assessment, UniServ, Local, WEA-PAC and NEA FCPE amounts;
 - ✓ Provide a copy of signed WEA-PAC and NEA FCPE authorization forms to WEA, and notify payroll office of these deductions;
 - ✓ Collect non-payroll WEA-PAC membership forms and corresponding cash/check donations and remit them to WEA;
 - ✓ Provide changes of address to WEA to ensure that members receive their publications;
 - ✓ Send copies of enrollment and dues distribution forms to the payroll office;
 - ✓ Send copies of local dues form for the future year by May 31 to WEA and the school district payroll office;
 - ✓ Send copy of WEA Forms request to WEA when needed in order to maintain an adequate supply of forms; and
 - ✓ Check monthly dues printouts. In the event of discrepancy in amounts being deducted, additions, deletions, or anything else, please notify WEA and the payroll office of all changes.

eJoin

WEA has historically used a paper form for membership enrollment. That paper form includes copies for WEA, the local, the employer and the member.

In October 2019, WEA launched an electronic version of our membership enrollment form, which we call “eJoin” - www.washingtonea.org/ejoin

It remains terribly important for local leaders to ensure that all new hires COMPLETE the membership enrollment process via either eJoin or paper.

- The eJoin form is mobile responsive and web browser-based, meaning you can get to the form anywhere where you have internet access.
- When a member enrolls using eJoin, local presidents, local membership chairs, the membership processor for your local and the district payroll officer(s) will be automatically cc'd on the confirmation email containing a PDF enrollment form.
- The PDF form will not look identical to its paper equivalent, but it will contain all the relevant information needed to manage the payroll process. It will also have an electronic signature, which is legally acceptable for electronic forms. See SHB 1575 for reference if needed.
- To minimize the possibility of personal member information being disclosed via unsecured email, the PDF will not contain personal contact information for the new member. You can get that data via NEA360 or your membership processing staff.
- Both research and common sense have proven that people are more likely to become and remain members when they have had personal interaction with other union members. When you receive an email with a new member enrollment, use it as a prompt to follow up personally with that person, and/or have the building representative reach out and welcome the new member to your local and WEA.
- Your UniServ Council can provide custom materials and guidance to help new employees complete the eJoin process
- Though the form is electronic, this tool is not a fully automated membership enrollment process. Just like the paper form, membership processing staff in each council will still need to complete the process within NEA360.
- WEA will continue to use and honor paper forms as well.

If you have any questions about eJoin, please call or email your WEA membership contact.

WE WANT TO HEAR FROM ALL MEMBERS! Especially Early Career Educators!

Being an educator isn't a job, it's a calling. It's also personally rewarding and professionally demanding. That's why WEA strives to provide you with the support you need to be great at what you do. We want to know about your interests so we can help you find the resources you want and tailor our follow-up to your specific needs.

<https://join.nea.org/washington/connect/>

Enrollment Forms

For dues to be deducted, all employees new to a represented bargaining unit must complete and sign either an eJoin web form or a paper WEA Membership Enrollment Form.

- Please use new employee orientations, work with your Building Reps, and consult with your UniServ staff to enroll members soon after they are hired.
- Remit completed paper forms to your WEA Membership Contact and/or Payroll Office continuously and **within two working days of signature**; don't wait until you have a "batch".
- Keep in mind that payroll deduction deadlines can be as early as the 10th of the month. Timely processing of enrollment forms may be the difference between the association receiving dues for the month or not.
- Collaborate closely with your WEA Membership Contact and your HR/Payroll department so that the association knows the name and contact information for all employees represented by your local. Locals should have the opportunity to enroll all potential members.
- The enrollment form contains a substantial amount of demographic data which is vitally important to the Association in providing required services, selecting qualified BIPOC for compliance with NEA guidelines, identifying members in various categories (classroom teachers, paraeducators, custodians, subject taught, etc.) and in providing information for the NEA/WEA membership system. Your assistance in obtaining this information is appreciated.

Please Note: If a signed enrollment form is not received by WEA and the employer, no dues will be deducted for the employee. Non-members are not included in NEA / WEA delegate counts, and are ineligible to participate in either Member Benefits programs or association elections.

Membership Cards

Membership cards are imprinted with member's name, ID number, local affiliate, and WEA / NEA membership classification: Active, Life, Retired, etc. The front of the card also contains a QR code of the member's ID number that can be easily read by barcode readers including smartphones. The card and/or ID number is valuable to members in registering for WEA Professional Development courses, obtaining discounts, member benefits and access to association programs and resources. Cards for continuing members on payroll deduction will be mailed in August directly to individual home addresses.

Cards will be mailed directly to new members and non-payroll members by the WEA when enrollment forms have been received and processing completed.

Please urge members to retain their association membership cards.

Membership Rosters and Updates

Current rosters of Non-Members, NEA Life Members, and Cash Members (if applicable) are typically mailed to each local affiliate annually in August and on request. It is extremely important that these rosters be checked for accuracy and the original copy, with any changes noted, be returned to your WEA Membership Contact by October 10.

PLEASE NOTE: Due to printing/mailing costs, full member paper rosters (by alpha and work location) were NOT distributed to locals in August 2023. These rosters can be requested from your assigned WEA Membership Contact listed on pages 9 and 10 of this guide. Please work with your Membership Contact to update membership records and work locations as soon as possible.

The Association's ability to provide high-quality service to its members is contingent upon having accurate, current information. In most cases, Local Association officers or representatives may be the only ones to find out about changes in address, work location, etc. So that members continue to get Association publications and are eligible for all other relevant mailings and services, it is absolutely vital that any such changes be provided to WEA Membership Contacts. We are grateful to receive such updates at any time, and use of the rosters is an especially efficient means to communicate the many changes that occur during the beginning of the school year. Please do your best to make changes to the Rosters and return them to your WEA Membership Contact.

Please note the following when making changes to the rosters:

- Use a red or blue pen to make notations on the roster.
- It is especially important for the following fields to be updated:
 - Name
 - Address
 - Home phone
 - Mobile phone
 - Home e-mail address
 - Work location
 - Position
 - Subject
- Verify all information. To make a change, draw a line through the item and write the correct information or code number beside it.
- Draw a line through the record of anyone on the list who has severed employment.
- It is important that you not delay return of the roster waiting to confirm all the information. Send the renewal roster to your WEA Membership Contact by October 10, so that changes can be processed as soon as possible.

Please continue to provide name, contact information and work location updates to WEA Membership Contacts as they become available throughout the year. We are also happy to receive updates via any of the following methods:

- www.washingtonea.org/member
- E-mail: member.records@washingtonea.org
- Phone: 253-765-7105
- Fax: 253-765-7110

Local / UniServ Dues Disbursements

Local and UniServ dues collected through WEA are sent by U.S. Bank Institutional Trust to the Local Association and/or UniServ Council on a weekly cycle. That cycle typically includes all payments balanced from Wednesday through Tuesday, with ACH payments typically available on that Friday. Local and UniServ dues disbursements could be delayed by a late transmittal or either money or data from the payroll office.

Since they pertain to August payroll, checks sent in September are for the previous membership year. Some checks received in October could also be for the previous membership year. The date that WEA receives the check and receipt file from the district is the most important factor determining when dues are disbursed. Generally (if districts are not delinquent), dues disbursements reflect dues deductions made during the payroll run at the end of the previous month. Please remember that there are many thousands of changes at the beginning of the school year, so processing times will be longer in the Fall.

A report listing individual members and their deductions is sent to Locals, but does not arrive at the same time as the dues disbursement ACH Advice of Credit. This report should always be carefully checked for errors. Any errors should be resolved quickly with your Membership Contact.

Non-Payroll Membership

Members may elect to pay their entire annual dues obligation in a single payment via check rather than authorizing payroll deduction. For continuing members, in order to avoid a lapse in membership, payment is due October 10. Contact these members using the preprinted enrollment renewal forms included with the August membership materials mailing. New members must sign an enrollment form even if not electing dues payment via payroll deduction. WEA does not currently make provision for direct receipt of installment payments by individuals.

The Local should remit any annual, non-payroll dues using the Cash Dues Distribution form. List names in alphabetical order and complete the dues calculations for NEA, WEA, Community Outreach, Scholarship Special Assessment, UniServ, Local, WEA-PAC and NEA FCPE and total amounts separately. Sign the form and list the local name. Write a check, payable to WEA for the full NEA, WEA UniServ, Community Outreach and Scholarship Special Assessment dues. If applicable, remit separate checks for WEA-PAC and NEA FCPE donations. Retain the Local dues.

Please do not hesitate to consult with your WEA Membership Contact if you have any questions.

Mail the following to WEA:

- Original cash dues distribution form (retain copy for your records);
- One copy of the enrollment form for each member; and
- Check from the local affiliate.

Membership cards for non-payroll members will be mailed directly to the member after renewal has been processed by WEA.

Important Dates

Mid-August	Arrival and distribution of Membership Materials, including requests for updates
September (and throughout year)	<i>Sign up time!</i> www.washingtonea.org/ejoin WEA must receive a signed enrollment form for each new employee if services are to be provided. Send one copy of the paper enrollment form, dues distribution and/or cash dues distributions forms to your WEA Membership Contact without delay. One copy must also be sent to the payroll office of the employer.
Early October	WEA RA Delegate Allocations mailed to Locals Counts based on Jan 15 of prior membership year.
October 10	Deadline to return corrected rosters to WEA Annual non-payroll membership payment is due
December 15	Deadline by which Locals must notify WEA Membership Contacts of new members
January 15	Annual Reports and delegate allocation for subsequent membership year's WEA RA.
January 31	NEA RA Delegate allocation based on this date
February 15	Deadline for WEA RA Delegate pre-registration
March 11	WEA RA Delegate credentials mailed
April 11-13	WEA RA in Spokane
May	Preliminary distribution of future year dues rates to Locals and Employers, including requests for updates
May 1	Deadline for NEA Student Member Rebate request (for qualifying first-year Active members)
May 31	Deadline for future year Local dues rates to be reported to WEA and Employers. Deadline for future year UniServ dues rates to be reported to WEA.

WEA-PAC (Political Action Committee) Contributions

WEA-PAC membership is voluntary and open only to WEA Members who are U.S. citizens or lawful permanent residents. Membership Contributions may be made via payroll deduction, cash, check or credit card.

School employees may contribute to WEA-PAC, or other political action committees, via payroll deduction. An employee must complete a payroll authorization form to authorize the contribution. See RCW 42.17A.495(3).

WEA-PAC Membership and Payroll Authorization forms are available online or from your Local, Council or WEA.

Membership Categories:

- \$15.00 minimum: ESP Members, part-time Higher Education Members, WEA-Retired, Students (Check or Credit Card)
- \$27.00 (\$2.25 per month) or \$60.00 (\$5.00 per month) or \$126.00 (\$10.50 per month) via payroll deduction - applies to all membership categories, but available only to regular PK-12 employees.
- Additional available annual contribution levels available via check or credit card are: \$20.23, \$48, \$72, \$120 (Silver) and \$240 (Gold).

https://action.washingtonea.org/donate_page/givetoweapac

Notes on Payroll Deduction

www.washingtonea.org/joinweapac

- Payroll deduction for WEA-PAC membership is available for all regularly employed PK-12 members
- The WEA-PAC payroll deduction amount is always \$2.25 per month or \$5.00 per month or \$10.50 per month.
- **The payroll deduction amount is never retroactive or pro-rated.** Depending upon the amount they authorize, members pay \$2.25, \$5.00 or \$10.50 per month no matter what time of year they sign up.
- **Employers MAY NOT run WEA-PAC credits through the WEA Payroll Deduction system.** In the event of an erroneous deduction, a refund will be issued by WEA-PAC after being notified by the employer.
- There is no differentiation of the WEA-PAC payroll amount based on FTE or membership subclass (Certificated, Classified, etc.).
- Employers must possess a valid authorization before any PAC deductions can take place. DO NOT deduct WEA-PAC contributions from Non-Members.
- Except for a pilot program at Bellevue College, WEA-PAC contribution via payroll deduction is not available in Higher Education locals.
- WEA-PAC contribution via payroll deduction is not available for Substitute, Part-Time AHE or Extracurricular members.

- Members wishing to contribute higher amounts may use the alternate contribution methods of cash, check or credit card.
- WEA-PAC payroll contributions are ongoing until the employee notifies the employer or the PAC that s/he would like to stop contributing.
- Members paying the balance of the year's dues early (a three-month check in June for June through August, for example) may still only pay \$2.25, \$5.00 or \$10.50 total. The remittance amount for an individual's monthly WEA-PAC transaction must always be either \$2.25, \$5.00, \$10.50 or \$0.
- Any employer remitting WEA dues through the WEA Payroll Deduction System must also remit WEA-PAC contributions collected via payroll deduction through that system.
- Once a year, an employee giving to the PAC via payroll deduction must be notified of his or her right to discontinue contributions and the right to not be discriminated against for making, or not making, contributions to the PAC. See RCW 42.17A.495(2) and (3). The annual notification is sent by WEA to all employees giving to WEA-PAC by payroll deduction.
- Employers must provide for immediate inspection of the payroll authorization forms and the payroll records that show who is giving to the PAC via payroll deduction. See RCW 42.17A.495(4). Employers should consult their own staff regarding interpretation of the statute; WEA feels that payroll records should be kept for three years and authorization forms should be kept for three years subsequent to the date the deductions cease. Since school employees giving via payroll deduction will be giving more than \$25 per year to WEA-PAC, the names and addresses of the employees giving are subject to public disclosure. The association is not requesting that employers redact names and addresses of employees per WAC 390-17-105. However, to protect an employee's privacy, social security numbers must be redacted from the payroll forms and records prior to making them available for public inspection.
- Only U.S. citizens or lawful permanent residents may contribute to WEA-PAC

NEA FCPE Contributions

Contributions to NEA FCPE (NEA Fund for Children and Public Education) are voluntary. Only NEA Members who are U.S. citizens or lawful permanent residents may contribute.

Members may contribute via cash, check, credit card, EFT or payroll deduction.

Once a payroll deduction authorization is completed, it remains in effect from year to year until written notice of revocation is given. The revocation shall be effective on September 1 of that year in which written notice is given.

Ongoing authorization for payroll deduction for the NEA Fund for Children and Public Education is governed by the Federal Election Campaign Act's rules and regulations, not by the Washington State Public Disclosure Act's rules and regulations.

The suggested annual contribution for all classes of membership is \$12.00. Only a full \$12.00 contribution may be collected on payroll deductions; however, members may donate other amounts via check or credit card.

DO NOT deduct NEA FCPE contributions from Non-Members.



2023-24 Association Dues

Monthly Rates

PK-12 Certificated

Active Members

NEA / WEA Dues	Annual Amount		Monthly rate / No. of Deductions		
			12	11	10
0.76 - 1.00 FTE	NEA	\$208.00	\$17.33	\$18.91	\$20.80
	WEA	\$674.00	\$56.17	\$61.27	\$67.40
0.51 - 0.75 FTE	NEA	\$208.00	\$17.33	\$18.91	\$20.80
	WEA	\$505.50	\$42.13	\$45.95	\$50.55
0.26 - 0.50 FTE	NEA	\$115.50	\$9.63	\$10.50	\$11.55
	WEA	\$337.00	\$28.08	\$30.64	\$33.70
0.25 or less FTE	NEA	\$69.50	\$5.79	\$6.32	\$6.95
	WEA	\$168.50	\$14.04	\$15.32	\$16.85

PLUS Assessment and optional funds

Scholarship Fund Special Assessment (required)	\$12.00	\$1.00	\$1.09	\$1.20
Community Outreach (required)	\$12.00	\$1.00	\$1.09	\$1.20
NEA FCPE (optional)	\$12.00	\$1.00	\$1.09	\$1.20
WEA-PAC (optional - monthly payroll amounts)	\$27.00	\$2.25	\$2.25	\$2.25
	\$60.00	\$5.00	\$5.00	\$5.00
	\$126.00	\$10.50	\$10.50	\$10.50

WEA-PAC is collected as a monthly amount and is not prorated

NEA FCPE and WEA-PAC are optional, and require a signed authorization.

Only the listed WEA-PAC amounts are available via payroll deduction. Other WEA-PAC membership amounts are available via other payment methods.

PLUS UniServ and Local Dues for all categories

Annual amounts provided directly by UniServ Council and Local Association



2023-24 Association Dues

Monthly Rates

Higher Education Faculty (except UFWS)

Active Members

NEA / WEA Dues	Annual Amount		Monthly rate / No. of Deductions		
			12	11	10
0.76 - 1.00 FTE	NEA	\$208.00	\$17.33	\$18.91	\$20.80
	WEA	\$574.00	\$47.83	\$52.18	\$57.40
0.51 - 0.75 FTE	NEA	\$208.00	\$17.33	\$18.91	\$20.80
	WEA	\$430.50	\$35.88	\$39.14	\$43.05
0.26 - 0.50 FTE	NEA	\$115.50	\$9.63	\$10.50	\$11.55
	WEA	\$287.00	\$23.92	\$26.09	\$28.70
0.25 or less FTE	NEA	\$69.50	\$5.79	\$6.32	\$6.95
	WEA	\$143.50	\$11.96	\$13.05	\$14.35

PLUS Assessment

Scholarship Fund Special Assessment (required)	\$12.00	\$1.00	\$1.09	\$1.20
Community Outreach (required)	\$12.00	\$1.00	\$1.09	\$1.20

PLUS UniServ and Local Dues for all categories

Annual amounts provided directly by UniServ Council and Local Association

Higher Education Members may not contribute to either NEA-FCPE or WEA-PAC via payroll deduction. Higher Education employees may contribute to either fund via cash, check, EFT or credit card.

Because of their dual-affiliated status with both NEA and AFT, dues for United Faculty of Washington State (UFWS) do not follow this chart.



2023-24 Association Dues

Monthly Rates

Education Support Professionals (ESP)

Active Members

			Monthly rate / No. of Deductions		
Annual Amount			12	11	10
NEA Dues					
0.51 - 1.00 FTE	NEA	\$124.50	\$10.38	\$11.32	\$12.45
0.26 - 0.50 FTE	NEA	\$74.00	\$6.17	\$6.73	\$7.40
0.25 or less FTE	NEA	\$48.75	\$4.06	\$4.43	\$4.88
PLUS WEA Dues					
\$60,000.01 and above	WEA	\$541.00	\$45.08	\$49.18	\$54.10
\$47,000.01 to \$60,000.00	WEA	\$456.00	\$38.00	\$41.45	\$45.60
\$35,000.01 to \$47,000.00	WEA	\$410.50	\$34.21	\$37.32	\$41.05
\$27,000.01 to \$35,000.00	WEA	\$304.00	\$25.33	\$27.64	\$30.40
\$22,000.01 to \$27,000.00	WEA	\$204.50	\$17.04	\$18.59	\$20.45
\$17,000.01 to \$22,000.00	WEA	\$102.50	\$8.54	\$9.32	\$10.25
\$12,000.01 to \$17,000.00	WEA	\$51.00	\$4.25	\$4.64	\$5.10
\$12,000.00 and below	WEA	\$25.50	\$2.13	\$2.32	\$2.55

PLUS Assessment and optional funds

Scholarship Fund Special Assessment (required)	\$12.00	\$1.00	\$1.09	\$1.20
Community Outreach (required)	\$12.00	\$1.00	\$1.09	\$1.20
NEA FCPE (optional)	\$12.00	\$1.00	\$1.09	\$1.20
WEA-PAC (optional - payroll amounts)	\$27.00	\$2.25	\$2.25	\$2.25
	\$60.00	\$5.00	\$5.00	\$5.00
	\$126.00	\$10.50	\$10.50	\$10.50

WEA-PAC is collected as a monthly amount and is not prorated

NEA FCPE and WEA-PAC are optional, and require a signed authorization.

Only the listed WEA-PAC amount is available via payroll deduction. Other WEA-PAC membership amounts are available via other payment methods.

PLUS UniServ and Local Dues for all categories

Annual amounts provided directly by UniServ Council and Local Association



2023-24 Association Dues

Substitute, Part-Time AHE and Extra-Curricular Active Members

		<u>Annual</u>		<u>Daily Rate - 90 Days</u>	
Certificated Substitutes	NEA	\$69.50		\$0.77	
	WEA	\$84.50		\$0.94	
	Scholarship Fund	\$12.00		\$0.13	
	Community Outreach	\$12.00	\$178.00	\$0.13	\$1.97
ESP Substitutes	NEA	\$48.75		\$0.54	
	WEA	\$51.00		\$0.57	
	Scholarship Fund	\$12.00		\$0.13	
	Community Outreach	\$12.00	\$123.75	\$0.13	\$1.37
Part-Time Higher Education	NEA	\$69.50		<u>Quarterly Rate</u> \$23.17	
	WEA	\$72.00		\$24.00	
	Scholarship Fund	\$12.00		\$0.13	
	Community Outreach	\$12.00	\$165.50	\$4.00	\$51.30
ESP Extracurricular	NEA	\$48.75			
	WEA	\$25.50			
	Scholarship Fund	\$12.00			
	Community Outreach	\$12.00	\$98.25		

Members in all of the above categories are ineligible to contribute to NEA FCPE and WEA-PAC via payroll deduction, but may join via another payment method.

Employers may NOT remit dues for members in the above categories in the same batch as regular/contracted employees.

PLUS UniServ and Local Dues for all categories

Annual amounts provided directly by UniServ Council and Local Association

Please see the WEA Membership Enrollment Guide for membership category eligibility descriptions



2023-24 Association Dues

Special Membership Categories (non-Active classes)

		<u>Annual</u>	<u>Annual Total</u>
Community Ally / Associate	NEA	\$25.00	
	WEA	\$152.00	\$177.00
Reserve Certificated	NEA	\$92.50	
	WEA	\$84.50	\$177.00
Reserve ESP	NEA	\$51.00	
	WEA	\$25.50	\$76.50
Aspiring Educator / Student	NEA	\$15.00	
	WEA	\$7.50	\$22.50
Retired - Annual - Former Cert	NEA	\$35.00	
	WEA	\$48.00	\$83.00
Retired - Annual - Former ESP	NEA	\$21.00	
	WEA	\$48.00	\$69.00
Retired Lifetime or Pre-Retired Former Cert	NEA	\$300.00	
	WEA	\$250.00	\$550.00
Retired Lifetime or Pre-Retired Former ESP	NEA	\$180.00	
	WEA	\$250.00	\$430.00

The above membership categories do NOT pay Community Outreach, Scholarship Assessment, UniServ or Local Dues

Please see the WEA Membership Enrollment Guide for membership category eligibility descriptions

**UniServ Dues Rates
2023-24
PK-12 Certificated Employees**

Council	0.76-1.00 FTE	0.51-0.75 FTE	0.26-0.50 FTE	0.25 or less FTE	Subs	
OD	100	75	50	25	1	
<u>ANNUAL RATES</u>						
NEA	\$ 208.00	\$ 208.00	\$ 115.50	\$ 69.50	\$ 69.50	
WEA	\$ 674.00	\$ 505.50	\$ 337.00	\$ 168.50	\$ 84.50	
WEA Community Outreach	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	required
WEA Scholarship Assessment	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	required
<u>UniServ Council</u>						
Kent	\$ 636.56	\$ 477.42	\$ 318.28	\$ 159.14	\$ 212.19	Includes Local
Lake Washington	\$ 146.35	\$ 146.35	\$ 73.18	\$ 73.18	\$ 73.18	Local is additional
North Central WEA	\$ 230.00	\$ 173.00	\$ 115.00	\$ 58.00		
Pilchuck	\$ 195.00	\$ 146.25	\$ 97.50	\$ 48.75	\$ 48.75	
Puget Sound	\$ 176.00	\$ 176.00	\$ 88.00	\$ 88.00		
Rainier	\$ 148.00	\$ 148.00	\$ 74.00	\$ 74.00	\$ 74.00	
Seattle	\$ 628.00	\$ 468.00	\$ 308.00	\$ 148.00	\$ 201.00	Includes Local
Soundview	\$ 243.51	\$ 182.63	\$ 121.76	\$ 60.88		
Spokane	\$ 377.00	Tiered by tenths of FTE from 0.1 to 0.9				Includes Local
Summit	\$ 190.97	\$ 146.23	\$ 101.49	\$ 56.74	\$ 44.74	
Tacoma	\$ 551.12	\$ 413.34	\$ 275.56	\$ 137.78	\$ 183.71	Includes Local
Vancouver	\$ 368.00	\$ 276.00	\$ 184.00	\$ 92.00		Includes Local
WEA Cascade	\$ 178.00	\$ 133.50	\$ 89.00	\$ 44.50	\$ 44.50	
WEA Chinook	\$ 381.00	\$ 285.75	\$ 190.50	\$ 95.25	\$ 95.25	
WEA Eastern Wash	\$ 204.55	\$ 153.41	\$ 102.28	\$ 51.14	\$ 25.57	
WEA Fourth Corner	\$ 295.50	\$ 221.50	\$ 148.00	\$ 74.00	\$ 37.00	
WEA Lower Columbia	\$ 314.30	\$ 244.73	\$ 175.15	\$ 105.58	\$ 105.58	
WEA Mid-State	\$ 246.00	\$ 184.50	\$ 123.00	\$ 61.50		
WEA Olympic	\$ 173.00	\$ 129.75	\$ 86.50	\$ 43.25	\$ 18.00	
WEA Riverside	\$ 150.00	\$ 112.50	\$ 75.00	\$ 37.50	\$ 37.50	
WEA Sammamish	\$ 215.00	\$ 161.25	\$ 107.50	\$ 53.75	\$ 53.75	
WEA Southeast	\$ 218.00	\$ 163.50	\$ 109.00	\$ 54.50		
PLUS Local Dues for each category as specified by each Local Affiliate						

**UniServ Dues Rates
2023-24
PK-12 Certificated Employees**

Council	0.76-1.00 FTE	0.51-0.75 FTE	0.26-0.50 FTE	0.25 or less FTE	Subs	
OD	100	75	50	25	1	
MONTHLY RATES (12 month deduction)						
					Per Day	
NEA	\$ 17.33	\$ 17.33	\$ 9.63	\$ 5.79	\$ 0.77	
WEA	\$ 56.17	\$ 42.13	\$ 28.08	\$ 14.04	\$ 0.94	
WEA Community Outreach	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 0.13	required
WEA Scholarship Assessment	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 0.13	required
UniServ Council						
Kent	\$ 53.05	\$ 39.79	\$ 26.52	\$ 13.26	\$ 2.36	
Lake Washington	\$ 12.20	\$ 12.20	\$ 6.10	\$ 6.10	\$ 0.81	
North Central WEA	\$ 19.17	\$ 14.42	\$ 9.58	\$ 4.83		
Pilchuck	\$ 16.25	\$ 12.19	\$ 8.13	\$ 4.06	\$ 0.54	
Puget Sound	\$ 14.67	\$ 14.67	\$ 7.33	\$ 7.33		
Rainier	\$ 12.33	\$ 12.33	\$ 6.17	\$ 6.17	\$ 0.82	
Seattle	\$ 52.33	\$ 39.00	\$ 25.67	\$ 12.33	\$ 2.23	
Soundview	\$ 20.29	\$ 15.22	\$ 10.15	\$ 5.07		
Spokane	\$ 31.42	Contact Spokane EA for rates				
Summit	\$ 15.91	\$ 12.19	\$ 8.46	\$ 4.73	\$ 0.50	
Tacoma	\$ 45.93	\$ 34.45	\$ 22.96	\$ 11.48	\$ 2.04	
Vancouver	\$ 30.67	\$ 23.00	\$ 15.33	\$ 7.67		
WEA Cascade	\$ 14.83	\$ 11.13	\$ 7.42	\$ 3.71	\$ 0.49	
WEA Chinook	\$ 31.75	\$ 23.81	\$ 15.88	\$ 7.94	\$ 1.06	
WEA Eastern Wash	\$ 17.05	\$ 12.78	\$ 8.52	\$ 4.26	\$ 0.28	
WEA Fourth Corner	\$ 24.63	\$ 18.46	\$ 12.33	\$ 6.17	\$ 0.41	
WEA Lower Columbia	\$ 26.19	\$ 20.39	\$ 14.60	\$ 8.80	\$ 1.17	
WEA Mid-State	\$ 20.50	\$ 15.38	\$ 10.25	\$ 5.13		
WEA Olympic	\$ 14.42	\$ 10.81	\$ 7.21	\$ 3.60	\$ 0.20	
WEA Riverside	\$ 12.50	\$ 9.38	\$ 6.25	\$ 3.13	\$ 0.42	
WEA Sammamish	\$ 17.92	\$ 13.44	\$ 8.96	\$ 4.48	\$ 0.60	
WEA Southeast	\$ 18.17	\$ 13.63	\$ 9.08	\$ 4.54		
PLUS Local Dues for each category as specified by each Local Affiliate						

**UniServ Dues Rates
2023-24
PK-12 Certificated Employees**

Council	0.76-1.00 FTE	0.51-0.75 FTE	0.26-0.50 FTE	0.25 or less FTE	Subs	
OD	100	75	50	25	1	
<u>MONTHLY RATES (11 month deduction)</u>						
NEA	\$ 18.91	\$ 18.91	\$ 10.50	\$ 6.32		
WEA	\$ 61.27	\$ 45.95	\$ 30.64	\$ 15.32		
WEA Community Outreach	\$ 1.09	\$ 1.09	\$ 1.09	\$ 1.09		required
WEA Scholarship Assessment	\$ 1.09	\$ 1.09	\$ 1.09	\$ 1.09		required
<u>UniServ Council</u>						
Kent	\$ 57.87	\$ 43.40	\$ 28.93	\$ 14.47		
Lake Washington	\$ 13.30	\$ 13.30	\$ 6.65	\$ 6.65		
North Central WEA	\$ 20.91	\$ 15.73	\$ 10.45	\$ 5.27		
Pilchuck	\$ 17.73	\$ 13.30	\$ 8.86	\$ 4.43		
Puget Sound	\$ 16.00	\$ 16.00	\$ 8.00	\$ 8.00		
Rainier	\$ 13.45	\$ 13.45	\$ 6.73	\$ 6.73		
Seattle	\$ 57.09	\$ 42.55	\$ 28.00	\$ 13.45		
Soundview	\$ 22.14	\$ 16.60	\$ 11.07	\$ 5.53		
Spokane	\$ 34.27	Contact Spokane EA for rates				
Summit	\$ 17.36	\$ 13.29	\$ 9.23	\$ 5.16		
Tacoma	\$ 50.10	\$ 37.58	\$ 25.05	\$ 12.53		
Vancouver	\$ 33.45	\$ 25.09	\$ 16.73	\$ 8.36		
WEA Cascade	\$ 16.18	\$ 12.14	\$ 8.09	\$ 4.05		
WEA Chinook	\$ 34.64	\$ 25.98	\$ 17.32	\$ 8.66		
WEA Eastern Wash	\$ 18.60	\$ 13.95	\$ 9.30	\$ 4.65		
WEA Fourth Corner	\$ 26.86	\$ 20.14	\$ 13.45	\$ 6.73		
WEA Lower Columbia	\$ 28.57	\$ 22.25	\$ 15.92	\$ 9.60		
WEA Mid-State	\$ 22.36	\$ 16.77	\$ 11.18	\$ 5.59		
WEA Olympic	\$ 15.73	\$ 11.80	\$ 7.86	\$ 3.93		
WEA Riverside	\$ 13.64	\$ 10.23	\$ 6.82	\$ 3.41		
WEA Sammamish	\$ 19.55	\$ 14.66	\$ 9.77	\$ 4.89		
WEA Southeast	\$ 19.82	\$ 14.86	\$ 9.91	\$ 4.95		
<u>PLUS Local Dues for each category as specified by each Local Affiliate</u>						

**UniServ Dues Rates
2023-24
PK-12 Certificated Employees**

Council	0.76-1.00 FTE	0.51-0.75 FTE	0.26-0.50 FTE	0.25 or less FTE	Subs	
OD	100	75	50	25	1	
<u>MONTHLY RATES (10 month deduction)</u>						
NEA	\$ 20.80	\$ 20.80	\$ 11.55	\$ 6.95		
WEA	\$ 67.40	\$ 50.55	\$ 33.70	\$ 16.85		
WEA Community Outreach	\$ 1.20	\$ 1.20	\$ 1.20	\$ 1.20		required
WEA Scholarship Assessment	\$ 1.20	\$ 1.20	\$ 1.20	\$ 1.20		required
<u>UniServ Council</u>						
Kent	\$ 63.66	\$ 47.74	\$ 31.83	\$ 15.91		
Lake Washington	\$ 14.64	\$ 14.64	\$ 7.32	\$ 7.32		
North Central WEA	\$ 23.00	\$ 17.30	\$ 11.50	\$ 5.80		
Pilchuck	\$ 19.50	\$ 14.63	\$ 9.75	\$ 4.88		
Puget Sound	\$ 17.60	\$ 17.60	\$ 8.80	\$ 8.80		
Rainier	\$ 14.80	\$ 14.80	\$ 7.40	\$ 7.40		
Seattle	\$ 62.80	\$ 46.80	\$ 30.80	\$ 14.80		
Soundview	\$ 24.35	\$ 18.26	\$ 12.18	\$ 6.09		
Spokane	\$ 37.70	Contact Spokane EA for rates				
Summit	\$ 19.10	\$ 14.62	\$ 10.15	\$ 5.67		
Tacoma	\$ 55.11	\$ 41.33	\$ 27.56	\$ 13.78		
Vancouver	\$ 36.80	\$ 27.60	\$ 18.40	\$ 9.20		
WEA Cascade	\$ 17.80	\$ 13.35	\$ 8.90	\$ 4.45		
WEA Chinook	\$ 38.10	\$ 28.58	\$ 19.05	\$ 9.53		
WEA Eastern Wash	\$ 20.46	\$ 15.34	\$ 10.23	\$ 5.11		
WEA Fourth Corner	\$ 29.55	\$ 22.15	\$ 14.80	\$ 7.40		
WEA Lower Columbia	\$ 31.43	\$ 24.47	\$ 17.52	\$ 10.56		
WEA Mid-State	\$ 24.60	\$ 18.45	\$ 12.30	\$ 6.15		
WEA Olympic	\$ 17.30	\$ 12.98	\$ 8.65	\$ 4.33		
WEA Riverside	\$ 15.00	\$ 11.25	\$ 7.50	\$ 3.75		
WEA Sammamish	\$ 21.50	\$ 16.13	\$ 10.75	\$ 5.38		
WEA Southeast	\$ 21.80	\$ 16.35	\$ 10.90	\$ 5.45		
<u>PLUS Local Dues for each category as specified by each Local Affiliate</u>						

UniServ Dues Rates
2023-24
Higher Education Faculty (except UFWS)

Council	0.76-1.00 FTE	0.51-0.75 FTE	0.26-0.50 FTE	0.25 or less FTE	PTAHE	
OD	100	75	50	25	17	
<u>ANNUAL RATES</u>						
NEA	\$ 208.00	\$ 208.00	\$ 115.50	\$ 69.50	\$ 69.50	
WEA	\$ 574.00	\$ 430.50	\$ 287.00	\$ 143.50	\$ 72.00	
WEA Community Outreach	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	required
WEA Scholarship Assessment	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	required
<u>UniServ Council</u>						
North Central WEA	\$ 230.00	\$ 173.00	\$ 115.00	\$ 58.00	\$ 58.00	
Rainier	\$ 148.00	\$ 148.00	\$ 74.00	\$ 74.00	\$ 74.00	
WEA Eastern Wash	\$ 204.55	\$ 153.41	\$ 102.28	\$ 25.57	\$ 25.57	
WEA Fourth Corner	\$ 295.50	\$ 221.50	\$ 148.00	\$ 74.00		
WEA Lower Columbia	\$ 314.30	\$ 244.73	\$ 175.15	\$ 105.58	\$ 105.58	
WEA Olympic	\$ 173.00	\$ 129.75	\$ 86.50	\$ 43.25	\$ 18.00	
WEA Riverside	\$ 150.00	\$ 112.50	\$ 75.00	\$ 37.50	\$ 37.50	
WEA Southeast	\$ 140.00	\$ 105.00	\$ 70.00	\$ 35.00	\$ 35.00	
PLUS Local Dues for each category as specified by each Local Affiliate						

UniServ Dues Rates
2023-24
Higher Education Faculty (except UFWS)

Council	0.76-1.00 FTE	0.51-0.75 FTE	0.26-0.50 FTE	0.25 or less FTE	PTAHE	
OD	100	75	50	25	17	
<u>MONTHLY RATES (10 months)</u>						
NEA	\$ 20.80	\$ 20.80	\$ 11.55	\$ 6.95		
WEA	\$ 57.40	\$ 43.05	\$ 28.70	\$ 14.35		
WEA Community Outreach	\$ 1.20	\$ 1.20	\$ 1.20	\$ 1.20		required
WEA Scholarship Assessment	\$ 1.20	\$ 1.20	\$ 1.20	\$ 1.20		required
<u>UniServ Council</u>						
North Central WEA	\$ 23.00	\$ 17.30	\$ 11.50	\$ 5.80		
Rainier	\$ 14.80	\$ 14.80	\$ 7.40	\$ 7.40		
WEA Eastern Wash	\$ 20.46	\$ 15.34	\$ 10.23	\$ 2.56		
WEA Fourth Corner	\$ 29.55	\$ 22.15	\$ 14.80	\$ 7.40		
WEA Lower Columbia	\$ 31.43	\$ 24.47	\$ 17.52	\$ 10.56		
WEA Olympic	\$ 17.30	\$ 12.98	\$ 8.65	\$ 4.33		
WEA Riverside	\$ 15.00	\$ 11.25	\$ 7.50	\$ 3.75		
WEA Southeast	\$ 14.00	\$ 10.50	\$ 7.00	\$ 3.50		
PLUS Local Dues for each category as specified by each Local Affiliate						

UniServ Dues Rates
2023-24
Higher Education Faculty (except UFWS)

Council	0.76-1.00 FTE	0.51-0.75 FTE	0.26-0.50 FTE	0.25 or less FTE	PTAHE	
OD	100	75	50	25	17	
<u>MONTHLY RATES (9 months)</u>						
NEA	\$ 23.11	\$ 23.11	\$ 12.83	\$ 7.72		
WEA	\$ 63.78	\$ 47.83	\$ 31.89	\$ 15.94		
WEA Community Outreach	\$ 1.33	\$ 1.33	\$ 1.33	\$ 1.33		required
WEA Scholarship Assessment	\$ 1.33	\$ 1.33	\$ 1.33	\$ 1.33		required
<u>UniServ Council</u>						
North Central WEA	\$ 25.56	\$ 19.22	\$ 12.78	\$ 6.44		
Rainier	\$ 16.44	\$ 16.44	\$ 8.22	\$ 8.22		
WEA Eastern Wash	\$ 22.73	\$ 17.05	\$ 11.36	\$ 2.84		
WEA Fourth Corner	\$ 32.83	\$ 24.61	\$ 16.44	\$ 8.22		
WEA Lower Columbia	\$ 34.92	\$ 27.19	\$ 19.46	\$ 11.73		
WEA Olympic	\$ 19.22	\$ 14.42	\$ 9.61	\$ 4.81		
WEA Riverside	\$ 16.67	\$ 12.50	\$ 8.33	\$ 4.17		
WEA Southeast	\$ 15.56	\$ 11.67	\$ 7.78	\$ 3.89		
PLUS Local Dues for each category as specified by each Local Affiliate						

UniServ Dues Rates
2023-24
Higher Education Faculty (except UFWS)

Council	0.76-1.00 FTE	0.51-0.75 FTE	0.26-0.50 FTE	0.25 or less FTE	PTAHE	
OD	100	75	50	25	17	
<u>BI-WEEKLY RATES (19 deductions)</u>						
NEA	\$ 10.95	\$ 10.95	\$ 6.08	\$ 3.66		
WEA	\$ 30.21	\$ 22.66	\$ 15.11	\$ 7.55		
WEA Community Outreach	\$ 0.63	\$ 0.63	\$ 0.63	\$ 0.63		required
WEA Scholarship Assessment	\$ 0.63	\$ 0.63	\$ 0.63	\$ 0.63		members only
<u>UniServ Council</u>						
North Central WEA	\$ 12.11	\$ 9.11	\$ 6.05	\$ 3.05		
Rainier	\$ 7.79	\$ 7.79	\$ 3.89	\$ 3.89		
WEA Eastern Wash	\$ 10.77	\$ 8.07	\$ 5.38	\$ 1.35		
WEA Fourth Corner	\$ 15.55	\$ 11.66	\$ 7.79	\$ 3.89		
WEA Lower Columbia	\$ 16.54	\$ 12.88	\$ 9.22	\$ 5.56		
WEA Olympic	\$ 9.11	\$ 6.83	\$ 4.55	\$ 2.28		
WEA Riverside	\$ 7.89	\$ 5.92	\$ 3.95	\$ 1.97		
WEA Southeast	\$ 7.37	\$ 5.53	\$ 3.68	\$ 1.84		
PLUS Local Dues for each category as specified by each Local Affiliate						

UniServ Dues Rates
2023-24
ESP Employees

Expected annual salary	\$60,000 and above	\$47,000 to \$60,000	\$35,000 to \$47,000	\$27,000 to \$35,000	\$22,000 to \$27,000	\$17,000 to \$22,000	\$12,000 to \$17,000	\$12,000 and below	Subs	Extra curricular
NOTE: Top income tier in Seattle starts at \$42,000 rather than \$47,000										
OD	208	207	206	205	204	203	202	201	1	123
<u>ANNUAL RATES</u>										
NEA - based on FTE regardless of salary										
0.51 - 1.00 FTE	\$ 124.50									
0.26 - 0.50 FTE	\$ 74.00									
0.25 or less FTE	\$ 48.75									
WEA	\$ 541.00	\$ 456.00	\$ 410.50	\$ 304.00	\$ 204.50	\$ 102.50	\$ 51.00	\$ 25.50	\$51.00	\$ 25.50
WEA Community Outreach	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	\$12.00	\$ 12.00
WEA Scholarship Assessment	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	\$12.00	\$ 12.00
<u>UniServ Council</u>										
North Central WEA	\$ 230.00	\$ 230.00	\$ 230.00	\$ 173.00	\$ 115.00	\$ 115.00	\$ 86.00	\$ 58.00		
Pilchuck	\$ 146.25	\$ 146.25	\$ 146.25	\$ 109.69	\$ 109.69	\$ 73.13	\$ 36.56	\$ 36.56		\$ 36.56
Puget Sound	\$ 150.00	\$ 150.00	\$ 112.50	\$ 112.50	\$ 75.00	\$ 75.00	\$ 56.25	\$ 37.50		
Rainier	\$ 148.00	\$ 148.00	\$ 148.00	\$ 118.50	\$ 96.00	\$ 74.00	\$ 52.00	\$ 29.50		
Seattle	\$ 487.00	\$ 487.00	\$ 420.00	\$ 353.00	\$ 288.00	\$ 221.00	\$ 155.00	\$ 88.00	\$55.00	
Soundview	\$ 100.50	\$ 87.94	\$ 75.38	\$ 62.81	\$ 50.25	\$ 37.69	\$ 25.13	\$ 12.56	\$12.56	
Spokane	\$ 302.00	\$ 302.00	\$ 302.00	\$ 226.00	\$ 189.00	\$ 151.00	\$ 113.00	\$ 75.00		
Summit	\$ 184.97	\$ 184.97	\$ 167.07	\$ 125.31	\$ 86.54	\$ 46.27	\$ 26.13	\$ 16.11	\$10.11	
Tacoma	\$ 551.12	\$ 551.12	\$ 496.01	\$ 367.41	\$ 248.00	\$ 124.00	\$ 62.00	\$ 31.14		
WEA Cascade	\$ 178.00	\$ 178.00	\$ 133.50	\$ 133.50	\$ 89.00	\$ 67.00	\$ 44.50	\$ 22.50		\$ 10.00
WEA Chinook	\$ 381.00	\$ 285.75	\$ 190.50	\$ 95.25	\$ 47.75	\$ 23.75	\$ 12.00	\$ 6.00		\$ 12.00
WEA Eastern Wash	\$ 153.41	\$ 153.41	\$ 153.41	\$ 102.28	\$ 102.28	\$ 51.14	\$ 51.14	\$ 26.59	\$26.59	
WEA Fourth Corner	\$ 177.50	\$ 149.50	\$ 134.50	\$ 100.00	\$ 67.00	\$ 33.50	\$ 16.50	\$ 8.50		
WEA Lower Columbia	\$ 141.69	\$ 141.69	\$ 110.77	\$ 110.77	\$ 79.85	\$ 79.85	\$ 48.92	\$ 48.92	\$48.92	
WEA Mid-State	\$ 200.00	\$ 178.00	\$ 174.00	\$ 149.00	\$ 105.00	\$ 60.00	\$ 20.00	\$ 12.00		
WEA Olympic	\$ 155.70	\$ 155.70	\$ 155.70	\$ 129.75	\$ 86.50	\$ 43.25	\$ 21.63	\$ 10.81	\$18.00	\$ 18.00
WEA Riverside	\$ 150.00	\$ 126.38	\$ 113.78	\$ 84.30	\$ 56.70	\$ 28.43	\$ 14.10	\$ 7.13		\$ 7.13
WEA Sammamish	\$ 215.00	\$ 161.25	\$ 107.50	\$ 53.75	\$ 43.00	\$ 32.25	\$ 21.50	\$ 10.75		
WEA Southeast	\$ 140.00	\$ 140.00	\$ 140.00	\$ 117.00	\$ 94.00	\$ 70.00	\$ 52.00	\$ 24.00		
PLUS Local Dues for each category as specified by each Local Affiliate										

**UniServ Dues Rates
2023-24
ESP Employees**

Expected annual salary	\$60,000 and above	\$47,000 to \$60,000	\$35,000 to \$47,000	\$27,000 to \$35,000	\$22,000 to \$27,000	\$17,000 to \$22,000	\$12,000 to \$17,000	\$12,000 and below	Subs	Extra curricular
NOTE: Top income tier in Seattle starts at \$42,000 rather than \$47,000										
OD	208	207	206	205	204	203	202	201	1	123
<u>MONTHLY RATES (12 month deduction)</u>										
NEA - based on FTE regardless of salary										
0.51 - 1.00 FTE	\$ 10.38									
0.26 - 0.50 FTE	\$ 6.17									
0.25 or less FTE	\$ 4.06									
WEA	\$ 45.08	\$ 38.00	\$ 34.21	\$ 25.33	\$ 17.04	\$ 8.54	\$ 4.25	\$ 2.13		
WEA Community Outreach	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00		
WEA Scholarship Assessment	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00		
<u>UniServ Council</u>										
North Central WEA	\$ 19.17	\$ 19.17	\$ 19.17	\$ 14.42	\$ 9.58	\$ 9.58	\$ 7.17	\$ 4.83		
Pilchuck	\$ 12.19	\$ 12.19	\$ 12.19	\$ 9.14	\$ 9.14	\$ 6.09	\$ 3.05	\$ 3.05		
Puget Sound	\$ 12.50	\$ 12.50	\$ 9.38	\$ 9.38	\$ 6.25	\$ 6.25	\$ 4.69	\$ 3.13		
Rainier	\$ 12.33	\$ 12.33	\$ 12.33	\$ 9.88	\$ 8.00	\$ 6.17	\$ 4.33	\$ 2.46		
Seattle	\$ 40.58	\$ 40.58	\$ 35.00	\$ 29.42	\$ 24.00	\$ 18.42	\$ 12.92	\$ 7.33		
Soundview	\$ 8.38	\$ 7.33	\$ 6.28	\$ 5.23	\$ 4.19	\$ 3.14	\$ 2.09	\$ 1.05		
Spokane	\$ 25.17	\$ 25.17	\$ 25.17	\$ 18.83	\$ 15.75	\$ 12.58	\$ 9.42	\$ 6.25		
Summit	\$ 15.41	\$ 15.41	\$ 13.92	\$ 10.44	\$ 7.21	\$ 3.86	\$ 2.18	\$ 1.34		
Tacoma	\$ 45.93	\$ 45.93	\$ 41.33	\$ 30.62	\$ 20.67	\$ 10.33	\$ 5.17	\$ 2.60		
WEA Cascade	\$ 14.83	\$ 14.83	\$ 11.13	\$ 11.13	\$ 7.42	\$ 5.58	\$ 3.71	\$ 1.88		
WEA Chinook	\$ 31.75	\$ 23.81	\$ 15.88	\$ 7.94	\$ 3.98	\$ 1.98	\$ 1.00	\$ 0.50		
WEA Eastern Wash	\$ 12.78	\$ 12.78	\$ 12.78	\$ 8.52	\$ 8.52	\$ 4.26	\$ 4.26	\$ 2.22		
WEA Fourth Corner	\$ 14.79	\$ 12.46	\$ 11.21	\$ 8.33	\$ 5.58	\$ 2.79	\$ 1.38	\$ 0.71		
WEA Lower Columbia	\$ 11.81	\$ 11.81	\$ 9.23	\$ 9.23	\$ 6.65	\$ 6.65	\$ 4.08	\$ 4.08		
WEA Mid-State	\$ 16.67	\$ 14.83	\$ 14.50	\$ 12.42	\$ 8.75	\$ 5.00	\$ 1.67	\$ 1.00		
WEA Olympic	\$ 12.98	\$ 12.98	\$ 12.98	\$ 10.81	\$ 7.21	\$ 3.60	\$ 1.80	\$ 0.90		
WEA Riverside	\$ 12.50	\$ 10.53	\$ 9.48	\$ 7.03	\$ 4.73	\$ 2.37	\$ 1.18	\$ 0.59		
WEA Sammamish	\$ 17.92	\$ 13.44	\$ 8.96	\$ 4.48	\$ 3.58	\$ 2.69	\$ 1.79	\$ 0.90		
WEA Southeast	\$ 11.67	\$ 11.67	\$ 11.67	\$ 9.75	\$ 7.83	\$ 5.83	\$ 4.33	\$ 2.00		
PLUS Local Dues for each category as specified by each Local Affiliate										

UniServ Dues Rates
2023-24
ESP Employees

Expected annual salary	\$60,000 and above	\$47,000 to \$60,000	\$35,000 to \$47,000	\$27,000 to \$35,000	\$22,000 to \$27,000	\$17,000 to \$22,000	\$12,000 to \$17,000	\$12,000 and below	Subs	Extra curricular
NOTE: Top income tier in Seattle starts at \$42,000 rather than \$47,000										
OD	208	207	206	205	204	203	202	201	1	123
<u>MONTHLY RATES (11 month deduction)</u>										
NEA - based on FTE regardless of salary										
0.51 - 1.00 FTE	\$ 11.32									
0.26 - 0.50 FTE	\$ 6.73									
0.25 or less FTE	\$ 4.43									
WEA	\$ 49.18	\$ 41.45	\$ 37.32	\$ 27.64	\$ 18.59	\$ 9.32	\$ 4.64	\$ 2.32		
WEA Community Outreach	\$ 1.09	\$ 1.09	\$ 1.09	\$ 1.09	\$ 1.09	\$ 1.09	\$ 1.09	\$ 1.09		
WEA Scholarship Assessment	\$ 1.09	\$ 1.09	\$ 1.09	\$ 1.09	\$ 1.09	\$ 1.09	\$ 1.09	\$ 1.09		
<u>UniServ Council</u>										
North Central WEA	\$ 20.91	\$ 20.91	\$ 20.91	\$ 15.73	\$ 10.45	\$ 10.45	\$ 7.82	\$ 5.27		
Pilchuck	\$ 13.30	\$ 13.30	\$ 13.30	\$ 9.97	\$ 9.97	\$ 6.65	\$ 3.32	\$ 3.32		
Puget Sound	\$ 13.64	\$ 13.64	\$ 10.23	\$ 10.23	\$ 6.82	\$ 6.82	\$ 5.11	\$ 3.41		
Rainier	\$ 13.45	\$ 13.45	\$ 13.45	\$ 10.77	\$ 8.73	\$ 6.73	\$ 4.73	\$ 2.68		
Seattle	\$ 44.27	\$ 44.27	\$ 38.18	\$ 32.09	\$ 26.18	\$ 20.09	\$ 14.09	\$ 8.00		
Soundview	\$ 9.14	\$ 7.99	\$ 6.85	\$ 5.71	\$ 4.57	\$ 3.43	\$ 2.28	\$ 1.14		
Spokane	\$ 27.45	\$ 27.45	\$ 27.45	\$ 20.55	\$ 17.18	\$ 13.73	\$ 10.27	\$ 6.82		
Summit	\$ 16.82	\$ 16.82	\$ 15.19	\$ 11.39	\$ 7.87	\$ 4.21	\$ 2.38	\$ 1.46		
Tacoma	\$ 50.10	\$ 50.10	\$ 45.09	\$ 33.40	\$ 22.55	\$ 11.27	\$ 5.64	\$ 2.83		
WEA Cascade	\$ 16.18	\$ 16.18	\$ 12.14	\$ 12.14	\$ 8.09	\$ 6.09	\$ 4.05	\$ 2.05		
WEA Chinook	\$ 34.64	\$ 25.98	\$ 17.32	\$ 8.66	\$ 4.34	\$ 2.16	\$ 1.09	\$ 0.55		
WEA Eastern Wash	\$ 13.95	\$ 13.95	\$ 13.95	\$ 9.30	\$ 9.30	\$ 4.65	\$ 4.65	\$ 2.42		
WEA Fourth Corner	\$ 16.14	\$ 13.59	\$ 12.23	\$ 9.09	\$ 6.09	\$ 3.05	\$ 1.50	\$ 0.77		
WEA Lower Columbia	\$ 12.88	\$ 12.88	\$ 10.07	\$ 10.07	\$ 7.26	\$ 7.26	\$ 4.45	\$ 4.45		
WEA Mid-State	\$ 18.18	\$ 16.18	\$ 15.82	\$ 13.55	\$ 9.55	\$ 5.45	\$ 1.82	\$ 1.09		
WEA Olympic	\$ 14.15	\$ 14.15	\$ 14.15	\$ 11.80	\$ 7.86	\$ 3.93	\$ 1.97	\$ 0.98		
WEA Riverside	\$ 13.64	\$ 11.49	\$ 10.34	\$ 7.66	\$ 5.15	\$ 2.58	\$ 1.28	\$ 0.65		
WEA Sammamish	\$ 19.55	\$ 14.66	\$ 9.77	\$ 4.89	\$ 3.91	\$ 2.93	\$ 1.95	\$ 0.98		
WEA Southeast	\$ 12.73	\$ 12.73	\$ 12.73	\$ 10.64	\$ 8.55	\$ 6.36	\$ 4.73	\$ 2.18		
PLUS Local Dues for each category as specified by each Local Affiliate										

UniServ Dues Rates
2023-24
ESP Employees

Expected annual salary	\$60,000 and above	\$47,000 to \$60,000	\$35,000 to \$47,000	\$27,000 to \$35,000	\$22,000 to \$27,000	\$17,000 to \$22,000	\$12,000 to \$17,000	\$12,000 and below	Subs	Extra curricular
NOTE: Top income tier in Seattle starts at \$42,000 rather than \$47,000										
OD	208	207	206	205	204	203	202	201	1	123
<u>MONTHLY RATES (10 month deduction)</u>										
NEA - based on FTE regardless of salary										
0.51 - 1.00 FTE	\$ 12.45									
0.26 - 0.50 FTE	\$ 7.40									
0.25 or less FTE	\$ 4.88									
WEA	\$ 54.10	\$ 45.60	\$ 41.05	\$ 30.40	\$ 20.45	\$ 10.25	\$ 5.10	\$ 2.55		
WEA Community Outreach	\$ 1.20	\$ 1.20	\$ 1.20	\$ 1.20	\$ 1.20	\$ 1.20	\$ 1.20	\$ 1.20		
WEA Scholarship Assessment	\$ 1.20	\$ 1.20	\$ 1.20	\$ 1.20	\$ 1.20	\$ 1.20	\$ 1.20	\$ 1.20		
<u>UniServ Council</u>										
North Central WEA	\$ 23.00	\$ 23.00	\$ 23.00	\$ 17.30	\$ 11.50	\$ 11.50	\$ 8.60	\$ 5.80		
Pilchuck	\$ 14.63	\$ 14.63	\$ 14.63	\$ 10.97	\$ 10.97	\$ 7.31	\$ 3.66	\$ 3.66		
Puget Sound	\$ 15.00	\$ 15.00	\$ 11.25	\$ 11.25	\$ 7.50	\$ 7.50	\$ 5.63	\$ 3.75		
Rainier	\$ 14.80	\$ 14.80	\$ 14.80	\$ 11.85	\$ 9.60	\$ 7.40	\$ 5.20	\$ 2.95		
Seattle	\$ 48.70	\$ 48.70	\$ 42.00	\$ 35.30	\$ 28.80	\$ 22.10	\$ 15.50	\$ 8.80		
Soundview	\$ 10.05	\$ 8.79	\$ 7.54	\$ 6.28	\$ 5.03	\$ 3.77	\$ 2.51	\$ 1.26		
Spokane	\$ 30.20	\$ 30.20	\$ 30.20	\$ 22.60	\$ 18.90	\$ 15.10	\$ 11.30	\$ 7.50		
Summit	\$ 18.50	\$ 18.50	\$ 16.71	\$ 12.53	\$ 8.65	\$ 4.63	\$ 2.61	\$ 1.61		
Tacoma	\$ 55.11	\$ 55.11	\$ 49.60	\$ 36.74	\$ 24.80	\$ 12.40	\$ 6.20	\$ 3.11		
WEA Cascade	\$ 17.80	\$ 17.80	\$ 13.35	\$ 13.35	\$ 8.90	\$ 6.70	\$ 4.45	\$ 2.25		
WEA Chinook	\$ 38.10	\$ 28.58	\$ 19.05	\$ 9.53	\$ 4.78	\$ 2.38	\$ 1.20	\$ 0.60		
WEA Eastern Wash	\$ 15.34	\$ 15.34	\$ 15.34	\$ 10.23	\$ 10.23	\$ 5.11	\$ 5.11	\$ 2.66		
WEA Fourth Corner	\$ 17.75	\$ 14.95	\$ 13.45	\$ 10.00	\$ 6.70	\$ 3.35	\$ 1.65	\$ 0.85		
WEA Lower Columbia	\$ 14.17	\$ 14.17	\$ 11.08	\$ 11.08	\$ 7.99	\$ 7.99	\$ 4.89	\$ 4.89		
WEA Mid-State	\$ 20.00	\$ 17.80	\$ 17.40	\$ 14.90	\$ 10.50	\$ 6.00	\$ 2.00	\$ 1.20		
WEA Olympic	\$ 15.57	\$ 15.57	\$ 15.57	\$ 12.98	\$ 8.65	\$ 4.33	\$ 2.16	\$ 1.08		
WEA Riverside	\$ 15.00	\$ 12.64	\$ 11.38	\$ 8.43	\$ 5.67	\$ 2.84	\$ 1.41	\$ 0.71		
WEA Sammamish	\$ 21.50	\$ 16.13	\$ 10.75	\$ 5.38	\$ 4.30	\$ 3.23	\$ 2.15	\$ 1.08		
WEA Southeast	\$ 14.00	\$ 14.00	\$ 14.00	\$ 11.70	\$ 9.40	\$ 7.00	\$ 5.20	\$ 2.40		
PLUS Local Dues for each category as specified by each Local Affiliate										

Association Membership Contacts

Local Association / UniServ Council	Membership Contact	Affiliation Status
Aberdeen EA - WEA Chinook	Jeannette Lael	Affiliated
Adna EA - WEA Lower Columbia	Shari Boyd	Affiliated
Almira A/L - WEA Eastern Washington	Justeen Paige	Non-Affiliated
Anacortes Administrative Assts Assn - WEA Fourth Corner	Iona McClellan	Affiliated
Anacortes EA - WEA Fourth Corner	Iona McClellan	Affiliated
Anacortes Para Educator Organization - WEA Fourth Corner	Iona McClellan	Affiliated
Anacortes Technolgy and Information Professionals A/L - WEA Fourth Corner	Iona McClellan	Non-Affiliated
Arlington EA - WEA Fourth Corner	Iona McClellan	Affiliated
Asotin EA - WEA Southeast	Michelle Joy	Affiliated
Auburn EA - Puget Sound	Kim Thomas	Affiliated
Bainbridge Island EA - WEA Olympic Council	Stephanie Mikos	Affiliated
Bainbridge Island ESPA - WEA Olympic Council	Stephanie Mikos	Affiliated
Bates Tech College Prof/Tech Employees - Soundview	Billie Jo Wood	Affiliated
Battle Ground EA - WEA Riverside	Teresa Correy	Affiliated
Bellevue College AHE - Rainier	Lori Fleck	Affiliated
Bellevue EA - WEA Sammamish	Charlotte Cole	Affiliated
Bellingham Assn School Employees - WEA Fourth Corner	Iona McClellan	Affiliated
Bellingham EA - WEA Fourth Corner	Iona McClellan	Affiliated
Bellingham Educational Support Team - WEA Fourth Corner	Iona McClellan	Affiliated
Bethel EA - Summit	Marilyn Heaton	Affiliated
Big Bend Community College AHE - North Central WEA	Lisa Mulhall	Affiliated
Blaine EA - WEA Fourth Corner	Iona McClellan	Affiliated
Bremerton EA - WEA Olympic Council	Stephanie Mikos	Affiliated
Brewster EA - North Central WEA	Lisa Mulhall	Affiliated
Bridgeport EA - North Central WEA	Lisa Mulhall	Affiliated
Bridgeport ESP - North Central WEA	Lisa Mulhall	Affiliated
Burlington Edison EA - WEA Fourth Corner	Iona McClellan	Affiliated
Camas Assoc Educ Office Professionals - WEA Riverside	Teresa Correy	Affiliated
Camas EA - WEA Riverside	Teresa Correy	Affiliated
Cape Flattery EA - WEA Olympic Council	Stephanie Mikos	Affiliated
Cascade EA - North Central WEA	Lisa Mulhall	Affiliated
Cashmere Custodians - North Central WEA	Lisa Mulhall	Affiliated
Cashmere EA - North Central WEA	Lisa Mulhall	Affiliated
Cashmere Support Personnel - North Central WEA	Lisa Mulhall	Affiliated
Castle Rock EA - WEA Lower Columbia	Shari Boyd	Affiliated
Centerville EA - WEA MidState	Sally Laurvick	Affiliated

Local Association / UniServ Council	Membership Contact	Affiliation Status
Centerville ESP - WEA MidState	Sally Laurvick	Affiliated
Central Kitsap EA - WEA Olympic Council	Stephanie Mikos	Affiliated
Central Kitsap ESP - WEA Olympic Council	Stephanie Mikos	Affiliated
Central Valley EA - WEA Eastern Washington	Justeen Paige	Affiliated
Centralia EA - WEA Chinook	Jeannette Lael	Affiliated
Chehalis EA - WEA Chinook	Jeannette Lael	Affiliated
Cheney EA - WEA Eastern Washington	Justeen Paige	Affiliated
Chewelah CPEA - WEA Eastern Washington	Justeen Paige	Affiliated
Chewelah EA - WEA Eastern Washington	Justeen Paige	Affiliated
Chimacum Custodial/Maintenance A/L - WEA Olympic Council	Stephanie Mikos	Non-Affiliated
Chimacum EA - WEA Olympic Council	Stephanie Mikos	Affiliated
Chimacum Independent Assoc. - WEA Olympic Council	Stephanie Mikos	Affiliated
Chimacum Transportation A/L - WEA Olympic Council	Stephanie Mikos	Non-Affiliated
Clark College AHE - WEA Riverside	Teresa Correy	Affiliated
Clarkston Classified Assoc. - WEA Southeast	Michelle Joy	Affiliated
Clarkston EA - WEA Southeast	Michelle Joy	Affiliated
Cle Elum-Roslyn EA - WEA MidState	Sally Laurvick	Affiliated
Clover Park EA - Soundview	Billie Jo Wood	Affiliated
Clover Park, ESP of - Soundview	Billie Jo Wood	Affiliated
Colfax EA - WEA Eastern Washington	Justeen Paige	Affiliated
Colfax ESP - WEA Eastern Washington	Justeen Paige	Affiliated
Colton EA - WEA Eastern Washington	Justeen Paige	Affiliated
Columbia Basin College AHE - WEA Southeast	Michelle Joy	Affiliated
Columbia County EA - Dayton - WEA Southeast	Michelle Joy	Affiliated
Columbia EA - WEA Southeast	Bridget Steen	Affiliated
Colville Assoc of Educ Office Professionals - WEA Eastern Washington	Justeen Paige	Affiliated
Colville EA - WEA Eastern Washington	Justeen Paige	Affiliated
Community Colleges of Spokane AHE - WEA Eastern Washington	Justeen Paige	Affiliated
Conway EA - WEA Fourth Corner	Iona McClellan	Affiliated
Cosmopolis EA - WEA Chinook	Jeannette Lael	Affiliated
Coupeville EA - WEA Fourth Corner	Iona McClellan	Affiliated
Coupeville Educational Support Assoc. - WEA Fourth Corner	Iona McClellan	Affiliated
Crescent EA - WEA Olympic Council	Stephanie Mikos	Affiliated
Creston EA - WEA Eastern Washington	Justeen Paige	Affiliated
Cusick EA - WEA Eastern Washington	Justeen Paige	Affiliated
Damman A/L - WEA MidState	Sally Laurvick	Non-Affiliated
Darrington EA - WEA Fourth Corner	Iona McClellan	Affiliated
Davenport EA - WEA Eastern Washington	Justeen Paige	Affiliated

Local Association / UniServ Council	Membership Contact	Affiliation Status
Dayton Support Staff A/L - WEA Southeast	Michelle Joy	Non-Affiliated
Deer Park EA - WEA Eastern Washington	Justeen Paige	Affiliated
Dieringer CPEA - Puget Sound	Kim Thomas	Affiliated
Dieringer EA - Puget Sound	Kim Thomas	Affiliated
East Valley Spokane EA - WEA Eastern Washington	Justeen Paige	Affiliated
East Valley Yakima EA - WEA MidState	Sally Laurvick	Affiliated
Eastmont EA - North Central WEA	Lisa Mulhall	Affiliated
Eastmont Paraprofessionals - North Central WEA	Lisa Mulhall	Affiliated
Eastmont Secretaries - North Central WEA	Lisa Mulhall	Affiliated
Easton EA - WEA MidState	Sally Laurvick	Affiliated
Easton Support Personnel Assoc. - WEA MidState	Sally Laurvick	Affiliated
Eatonville EA - WEA Chinook	Jeannette Lael	Affiliated
Edmonds EA - WEA Cascade	Beth Rogers	Affiliated
Educ Service Employees of College Place - WEA Southeast	Bridget Steen	Affiliated
Ellensburg EA - WEA MidState	Sally Laurvick	Affiliated
Elma Classified Office Personnel - WEA Chinook	Jeannette Lael	Affiliated
Elma ESP - WEA Chinook	Jeannette Lael	Affiliated
Elma Teachers Organization - WEA Chinook	Jeannette Lael	Affiliated
Endicott Teachers Association - WEA Eastern Washington	Justeen Paige	Affiliated
Entiat EA - North Central WEA	Lisa Mulhall	Affiliated
Enumclaw EA - Puget Sound	Kim Thomas	Affiliated
Ephrata EA - North Central WEA	Lisa Mulhall	Affiliated
ESD #101 EA - WEA Eastern Washington	Justeen Paige	Affiliated
ESD #112 A/L - WEA Riverside	Teresa Correy	Non-Affiliated
Everett EA - Pilchuck	Stephanie Ellwein	Affiliated
Everett Licensed Nurses Assoc. - Pilchuck	Stephanie Ellwein	Affiliated
Evergreen A/L - WEA Eastern Washington	Justeen Paige	Non-Affiliated
Evergreen EA - WEA Riverside	Teresa Correy	Affiliated
Federal Way EA - Puget Sound	Kim Thomas	Affiliated
Ferndale EA - WEA Fourth Corner	Iona McClellan	Affiliated
Fife EA - Summit	Marilyn Heaton	Affiliated
Finley EA - WEA Southeast	Bridget Steen	Affiliated
Forks EA/Quillayute - WEA Olympic Council	Stephanie Mikos	Affiliated
Franklin Pierce EA - Summit	Marilyn Heaton	Affiliated
Franklin Pierce ESP - Summit	Ashley Lindsay	Affiliated
Freeman EA - WEA Eastern Washington	Justeen Paige	Affiliated
Garfield County Teachers Assoc. - WEA Southeast	Michelle Joy	Affiliated
Garfield-Palouse Classified Assoc. - WEA Eastern Washington	Justeen Paige	Affiliated
Garfield-Palouse EA - WEA Eastern Washington	Justeen Paige	Affiliated
Glenwood EA - WEA MidState	Sally Laurvick	Affiliated

Local Association / UniServ Council	Membership Contact	Affiliation Status
Goldendale EA - WEA MidState	Sally Laurvick	Affiliated
Grand Coulee Dam EA - WEA Eastern Washington	Justeen Paige	Affiliated
Grandview EA - WEA MidState	Sally Laurvick	Affiliated
Granger EA - WEA MidState	Sally Laurvick	Affiliated
Granite Falls EA - Pilchuck	Stephanie Ellwein	Affiliated
Grapeview EA - WEA Olympic Council	Stephanie Mikos	Affiliated
Great Northern A/L - WEA Eastern Washington	Justeen Paige	Non-Affiliated
Green Mountain EA - WEA Lower Columbia	Shari Boyd	Affiliated
Green River United Faculty Coalition - WEA Westside	Scarlett Riebold	Affiliated
Griffin EA - WEA Chinook	Jeannette Lael	Affiliated
Harrington EA - WEA Eastern Washington	Justeen Paige	Affiliated
Highland EA - WEA MidState	Sally Laurvick	Affiliated
Highline College AHE - Rainier	Lori Fleck	Affiliated
Highline EA - Rainier	Lori Fleck	Affiliated
Hockinson EA - WEA Riverside	Teresa Correy	Affiliated
Hockinson ESP - WEA Riverside	Teresa Correy	Affiliated
Hood Canal EA - WEA Olympic Council	Stephanie Mikos	Affiliated
Hoquiam Teachers Assoc - WEA Chinook	Jeannette Lael	Affiliated
Inchelium EA - WEA Eastern Washington	Justeen Paige	Affiliated
Issaquah EA - WEA Sammamish	Charlotte Cole	Affiliated
Issaquah School Nurses Assoc - WEA Sammamish	Charlotte Cole	Affiliated
Kahlotus EA - WEA Southeast	Bridget Steen	Affiliated
Kalama EA - WEA Lower Columbia	Shari Boyd	Affiliated
Kelso EA - WEA Lower Columbia	Shari Boyd	Affiliated
Kennewick EA - WEA Southeast	Michelle Joy	Affiliated
Kent Assn of Paraeducators - Puget Sound	Kim Thomas	Affiliated
Kent EA - Kent	Tiffany Phelps	Affiliated
Kettle Falls EA - WEA Eastern Washington	Justeen Paige	Affiliated
Kiona-Benton EA - WEA Southeast	Bridget Steen	Affiliated
Kiona-Benton Secretaries - WEA Southeast	Bridget Steen	Affiliated
Kittitas EA - WEA MidState	Sally Laurvick	Affiliated
Klickitat EA - WEA MidState	Sally Laurvick	Affiliated
La Center EA - WEA Lower Columbia	Shari Boyd	Affiliated
La Conner EA - WEA Fourth Corner	Iona McClellan	Affiliated
Lake Chelan EA - North Central WEA	Lisa Mulhall	Affiliated
Lake Stevens EA - Pilchuck	Stephanie Ellwein	Affiliated
Lake Washington EA - Lake Washington	Diana Wagner	Affiliated
Lake Washington ESP - WEA Sammamish	Charlotte Cole	Affiliated
Lakewood EA - WEA Fourth Corner	Iona McClellan	Affiliated
Liberty EA - WEA Eastern Washington	Justeen Paige	Affiliated

Local Association / UniServ Council	Membership Contact	Affiliation Status
Lind EA - WEA Eastern Washington	Justeen Paige	Affiliated
Longview CPEA - WEA Lower Columbia	Shari Boyd	Affiliated
Longview EA - WEA Lower Columbia	Shari Boyd	Affiliated
Loon Lake EA - WEA Eastern Washington	Justeen Paige	Affiliated
Lopez EA - WEA Fourth Corner	Iona McClellan	Affiliated
Lower Columbia Community College AHE - WEA Lower Columbia	Shari Boyd	Affiliated
Lyle EA - WEA MidState	Sally Laurvick	Affiliated
Lynden EA - WEA Fourth Corner	Iona McClellan	Affiliated
Mabton EA - WEA MidState	Sally Laurvick	Affiliated
Manson EA - North Central WEA	Lisa Mulhall	Affiliated
Mary M Knight EA - WEA Olympic Council	Stephanie Mikos	Affiliated
Mary Walker AE - WEA Eastern Washington	Justeen Paige	Affiliated
Mary Walker ESP - WEA Eastern Washington	Justeen Paige	Affiliated
Marysville EA - Pilchuck	Stephanie Ellwein	Affiliated
McCleary EA - WEA Chinook	Jeannette Lael	Affiliated
McCleary ESP - WEA Chinook	Jeannette Lael	Affiliated
Mead CPEA - WEA Eastern Washington	Justeen Paige	Affiliated
Mead CTA - WEA Eastern Washington	Justeen Paige	Affiliated
Mead EA - WEA Eastern Washington	Justeen Paige	Affiliated
Medical Lake EA - WEA Eastern Washington	Justeen Paige	Affiliated
Mercer Island EA - WEA Sammamish	Amy Moszeter	Affiliated
Meridian EA - WEA Fourth Corner	Iona McClellan	Affiliated
Methow Valley EA - North Central WEA	Lisa Mulhall	Affiliated
Mill A EA - WEA Riverside	Teresa Correy	Affiliated
Monroe EA - Pilchuck	Stephanie Ellwein	Affiliated
Montesano EA - WEA Chinook	Jeannette Lael	Affiliated
Morton EA - WEA Chinook	Jeannette Lael	Affiliated
Moses Lake EA - North Central WEA	Lisa Mulhall	Affiliated
Mossyrock EA - WEA Chinook	Jeannette Lael	Affiliated
Mount Adams EA - WEA MidState	Sally Laurvick	Affiliated
Mount Baker EA - WEA Fourth Corner	Iona McClellan	Affiliated
Mount Pleasant EA - WEA Riverside	Teresa Correy	Affiliated
Mount Vernon EA - WEA Fourth Corner	Iona McClellan	Affiliated
Mount Vernon ESA - WEA Fourth Corner	Iona McClellan	Affiliated
Mukilteo EA - Pilchuck	Stephanie Ellwein	Affiliated
Naches Valley EA - WEA MidState	Sally Laurvick	Affiliated
Napavine EA - WEA Lower Columbia	Shari Boyd	Affiliated
Napavine ESP - WEA Lower Columbia	Shari Boyd	Affiliated
Naselle/Grays River EA - WEA Lower Columbia	Shari Boyd	Affiliated

Local Association / UniServ Council	Membership Contact	Affiliation Status
Nespelem EA - WEA Eastern Washington	Justeen Paige	Affiliated
Newport Associated Teachers - WEA Eastern Washington	Justeen Paige	Affiliated
Nine Mile Falls CPEA - WEA Eastern Washington	Justeen Paige	Affiliated
Nine Mile Falls EA - WEA Eastern Washington	Justeen Paige	Affiliated
Nooksack Valley EA - WEA Fourth Corner	Iona McClellan	Affiliated
North Beach EA - WEA Chinook	Jeannette Lael	Affiliated
North Franklin EA - WEA Southeast	Bridget Steen	Affiliated
North Kitsap EA - WEA Olympic Council	Stephanie Mikos	Affiliated
North Kitsap Transportation Employees - WEA Olympic Council	Stephanie Mikos	Affiliated
North Mason EA - WEA Olympic Council	Stephanie Mikos	Affiliated
North River EA - WEA Chinook	Jeannette Lael	Affiliated
North River ESP - WEA Chinook	Jeannette Lael	Affiliated
North Thurston Assoc IT Professionals - WEA Chinook	Jeannette Lael	Affiliated
North Thurston EA - WEA Chinook	Jeannette Lael	Affiliated
North Thurston Interpreters - WEA Chinook	Jeannette Lael	Affiliated
North Thurston Office and Tech Employees - WEA Chinook	Jeannette Lael	Affiliated
North Thurston Paraeducators - WEA Chinook	Jeannette Lael	Affiliated
Northport EA - WEA Eastern Washington	Justeen Paige	Affiliated
Northshore EA - WEA Cascade	Chenoa Gray	Affiliated
Northshore Educ. Office Professionals - WEA Cascade	Chenoa Gray	Affiliated
Northwest Columbia EA - WEA Eastern Washington	Justeen Paige	Affiliated
Oak Harbor EA - WEA Fourth Corner	Iona McClellan	Affiliated
Oakesdale EA - WEA Eastern Washington	Justeen Paige	Affiliated
Oakville EA - WEA Chinook	Jeannette Lael	Affiliated
Ocean Beach CPEA - WEA Lower Columbia	Shari Boyd	Affiliated
Ocean Beach EA - WEA Lower Columbia	Shari Boyd	Affiliated
Ocosta EA - WEA Chinook	Jeannette Lael	Affiliated
Odessa EA - WEA Eastern Washington	Justeen Paige	Affiliated
Okanogan EA - North Central WEA	Lisa Mulhall	Affiliated
Olympia EA - WEA Chinook	Jeannette Lael	Affiliated
Olympia EAPA - WEA Chinook	Jeannette Lael	Affiliated
Olympia ParaEducators Assoc - WEA Chinook	Jeannette Lael	Affiliated
Olympia Technical Professional Admin Assoc - WEA Chinook	Jeannette Lael	Affiliated
Olympic College AHE - WEA Olympic Council	Stephanie Mikos	Affiliated
Omak EA - North Central WEA	Lisa Mulhall	Affiliated
Omak Secretaries - North Central WEA	Lisa Mulhall	Affiliated
Onalaska CPEA - WEA Lower Columbia	Shari Boyd	Affiliated
Onalaska EA - WEA Lower Columbia	Shari Boyd	Affiliated
Onalaska Paraeducator Assoc - WEA Lower Columbia	Shari Boyd	Affiliated
Orcas EA - WEA Fourth Corner	Iona McClellan	Affiliated

Local Association / UniServ Council	Membership Contact	Affiliation Status
Orondo EA - North Central WEA	Lisa Mulhall	Affiliated
Oroville EA - North Central WEA	Lisa Mulhall	Affiliated
Oroville, Organized Classified Assoc. of - North Central WEA	Lisa Mulhall	Affiliated
Orting EA - Puget Sound	Kim Thomas	Affiliated
Othello EA - WEA Southeast	Michelle Joy	Affiliated
Paraeducators of Orondo WA - North Central WEA	Lisa Mulhall	Affiliated
Pasco Association Of Educators - WEA Southeast	Bridget Steen	Affiliated
Pateros EA - North Central WEA	Lisa Mulhall	Affiliated
Pateros ESP A/L - North Central WEA	Lisa Mulhall	Non-Affiliated
Pe Ell EA - WEA Lower Columbia	Shari Boyd	Affiliated
Peninsula EA - WEA Olympic Council	Stephanie Mikos	Affiliated
Pioneer EA - WEA Olympic Council	Stephanie Mikos	Affiliated
Port Angeles EA - WEA Olympic Council	Stephanie Mikos	Affiliated
Port Angeles Educ. Office Professionals - WEA Olympic Council	Stephanie Mikos	Affiliated
Port Angeles Para Educator Assoc. - WEA Olympic Council	Stephanie Mikos	Affiliated
Port Townsend EA - WEA Olympic Council	Stephanie Mikos	Affiliated
Prescott EA - WEA Southeast	Bridget Steen	Affiliated
Prof. Supp. Assoc @ Puget Sound ESD - Rainier	Lori Fleck	Affiliated
Prosser EA - WEA Southeast	Michelle Joy	Affiliated
Prosser Educational Office Professionals - WEA Southeast	Michelle Joy	Affiliated
Prosser, ESP of - WEA Southeast	Michelle Joy	Affiliated
Pullman CPEA - WEA Eastern Washington	Justeen Paige	Affiliated
Pullman EA - WEA Eastern Washington	Justeen Paige	Affiliated
Pullman Paraprofessionals - WEA Eastern Washington	Justeen Paige	Affiliated
Pullman Secretaries - WEA Eastern Washington	Justeen Paige	Affiliated
Puyallup EA - Summit	Marilyn Heaton	Affiliated
Puyallup ESP - Summit	Ashley Lindsay	Affiliated
Queets-Clearwater A/L - WEA Olympic Council	Stephanie Mikos	Non-Affiliated
Quilcene EA - WEA Olympic Council	Stephanie Mikos	Affiliated
Quilcene ESP - WEA Olympic Council	Stephanie Mikos	Affiliated
Quinault EA - WEA Chinook	Jeannette Lael	Affiliated
Quincy EA - North Central WEA	Lisa Mulhall	Affiliated
Quincy Educational Secretaries Assoc. - North Central WEA	Lisa Mulhall	Affiliated
Rainier EA - WEA Chinook	Jeannette Lael	Affiliated
Raymond EA - WEA Chinook	Jeannette Lael	Affiliated
Reardan-Edwall EA - WEA Eastern Washington	Justeen Paige	Affiliated
Renton EA - Rainier	Lori Fleck	Affiliated
Renton ESP - Rainier	Lori Fleck	Affiliated
Renton Professional-Technical Assoc. - Rainier	Lori Fleck	Affiliated
Republic CPEA - WEA Eastern Washington	Justeen Paige	Affiliated

Local Association / UniServ Council	Membership Contact	Affiliation Status
Republic EA - WEA Eastern Washington	Justeen Paige	Affiliated
Richland EA - WEA Southeast	Michelle Joy	Affiliated
Ridgefield CPEA - WEA Riverside	Teresa Correy	Affiliated
Ridgefield EA - WEA Riverside	Teresa Correy	Affiliated
Ritzville EA - WEA Eastern Washington	Justeen Paige	Affiliated
Riverside EA - WEA Eastern Washington	Justeen Paige	Affiliated
Riverview EA - WEA Sammamish	Amy Moszeter	Affiliated
Rochester EA - WEA Chinook	Jeannette Lael	Affiliated
Rochester ESP - WEA Chinook	Jeannette Lael	Affiliated
Rosalia EA - WEA Eastern Washington	Justeen Paige	Affiliated
Royal EA - WEA Southeast	Bridget Steen	Affiliated
San Juan EA - WEA Fourth Corner	Iona McClellan	Affiliated
Seattle EA - Seattle	Beverly Roehr	Affiliated
Sedro Woolley EA - WEA Fourth Corner	Iona McClellan	Affiliated
Sedro Woolley Educ. Office Personnel - WEA Fourth Corner	Iona McClellan	Affiliated
Selah EA - WEA MidState	Sally Laurvick	Affiliated
Selah Educational Office Personnel - WEA MidState	Sally Laurvick	Affiliated
Selah ESP - WEA MidState	Sally Laurvick	Affiliated
Selkirk EA - WEA Eastern Washington	Justeen Paige	Affiliated
Sequim EA - WEA Olympic Council	Stephanie Mikos	Affiliated
Sequim Para Educators - WEA Olympic Council	Stephanie Mikos	Affiliated
Shelton Custodial and Maintenance Assoc - WEA Chinook	Jeannette Lael	Affiliated
Shelton EA - WEA Chinook	Jeannette Lael	Affiliated
Shelton Educ Office Personnel - WEA Chinook	Jeannette Lael	Affiliated
Shelton ESP - WEA Chinook	Jeannette Lael	Affiliated
Shoreline Children's Center - WEA Cascade	Chenoa Gray	Affiliated
Shoreline EA - WEA Cascade	Chenoa Gray	Affiliated
Shoreline ESPA - WEA Cascade	Chenoa Gray	Affiliated
Skykomish EA - Pilchuck	Stephanie Ellwein	Affiliated
Snohomish EA - Pilchuck	Stephanie Ellwein	Affiliated
Snoqualmie Valley Administrative Professionals - WEA Sammamish	Amy Moszeter	Affiliated
Snoqualmie Valley EA - WEA Sammamish	Amy Moszeter	Affiliated
Soap Lake EA - North Central WEA	Lisa Mulhall	Affiliated
Soap Lake ESP - North Central WEA	Lisa Mulhall	Affiliated
South Bend EA - WEA Chinook	Jeannette Lael	Affiliated
South Kitsap EA - WEA Olympic Council	Stephanie Mikos	Affiliated
South Whidbey EA - WEA Fourth Corner	Iona McClellan	Affiliated
Southside CPEA - WEA Olympic Council	Stephanie Mikos	Affiliated
Southside EA - WEA Olympic Council	Stephanie Mikos	Affiliated

Local Association / UniServ Council	Membership Contact	Affiliation Status
Spokane EA - Spokane	Deven Nickerson	Affiliated
Sprague-Lamont EA - WEA Eastern Washington	Justeen Paige	Affiliated
Stanwood-Camano EA - WEA Fourth Corner	Iona McClellan	Affiliated
Steilacoom Classified EA - Soundview	Billie Jo Wood	Affiliated
Steilacoom EA - Soundview	Billie Jo Wood	Affiliated
Stevenson-Carson EA - WEA Riverside	Teresa Correy	Affiliated
Student WEA - Student WEA	Beverly Roehr	Affiliated
Sultan EA - Pilchuck	Stephanie Ellwein	Affiliated
Sumner Paraeducator Assoc. - Puget Sound	Kim Thomas	Affiliated
Sumner-Bonney Lake CAPA - Puget Sound	Kim Thomas	Affiliated
Sumner-Bonney Lake EA - Puget Sound	Kim Thomas	Affiliated
Sunnyside EA - WEA MidState	Sally Laurvick	Affiliated
Tacoma EA - Tacoma	Jessica Phillips	Affiliated
Taholah EA - WEA Chinook	Jeannette Lael	Affiliated
Tahoma EA - WEA Sammamish	Charlotte Cole	Affiliated
Tekoa EA - WEA Eastern Washington	Justeen Paige	Affiliated
Tenino EA - WEA Chinook	Jeannette Lael	Affiliated
Thorp EA - WEA MidState	Sally Laurvick	Affiliated
Thorp ESP - WEA MidState	Sally Laurvick	Affiliated
Toledo EA - WEA Chinook	Jeannette Lael	Affiliated
Tonasket EA - North Central WEA	Lisa Mulhall	Affiliated
Toppenish EA - WEA MidState	Sally Laurvick	Affiliated
Touchet EA - WEA Southeast	Michelle Joy	Affiliated
Touchet ESP - WEA Southeast	Michelle Joy	Affiliated
Toutle Lake EA - WEA Lower Columbia	Shari Boyd	Affiliated
Trout Lake EA - WEA MidState	Sally Laurvick	Affiliated
Tukwila EA - Puget Sound	Kim Thomas	Affiliated
Tumwater Assoc of Paraprofessionals - WEA Chinook	Jeannette Lael	Affiliated
Tumwater EA - WEA Chinook	Jeannette Lael	Affiliated
Tumwater Office Personnel Assoc. - WEA Chinook	Jeannette Lael	Affiliated
Union Gap EA - WEA MidState	Sally Laurvick	Affiliated
United Faculty of Central - United Faculty of Washington State	Scarlett Riebold	Affiliated
United Faculty of Eastern - United Faculty of Washington State	Scarlett Riebold	Affiliated
United Faculty of Evergreen - United Faculty of Washington State	Scarlett Riebold	Affiliated
United Faculty of Western WA - United Faculty of Washington State	Scarlett Riebold	Affiliated
University Place Classified Assoc. - Soundview	Billie Jo Wood	Affiliated
University Place EA - Soundview	Billie Jo Wood	Affiliated
University Place Office Professionals - Soundview	Billie Jo Wood	Affiliated

Local Association / UniServ Council	Membership Contact	Affiliation Status
Upper Skagit Valley EA - WEA Fourth Corner	Iona McClellan	Affiliated
Valley A/L - WEA Eastern Washington	Justeen Paige	Non-Affiliated
Vancouver EA - Vancouver	Cindy Brown	Affiliated
Vancouver Educ. Support Professionals - WEA Riverside	Teresa Correy	Affiliated
Vashon ESP - Puget Sound	Laura Chaplin	Affiliated
Vashon Island EA - Puget Sound	Laura Chaplin	Affiliated
Wahkiakum County EA - WEA Lower Columbia	Shari Boyd	Affiliated
Wahkiakum ESP - WEA Lower Columbia	Shari Boyd	Affiliated
Wahluke EA - North Central WEA	Lisa Mulhall	Affiliated
Waitsburg EA - WEA Southeast	Bridget Steen	Affiliated
Walla Walla Community College AHE - WEA Southeast	Michelle Joy	Affiliated
Walla Walla Valley EA - WEA Southeast	Bridget Steen	Affiliated
Wapato Assoc. Educ. Office Personnel - WEA MidState	Sally Laurvick	Affiliated
Wapato EA - WEA MidState	Sally Laurvick	Affiliated
Wapato Pupil Personnel - WEA MidState	Sally Laurvick	Affiliated
Warden EA - WEA Southeast	Michelle Joy	Affiliated
Washougal Assoc. of Educators - WEA Riverside	Teresa Correy	Affiliated
Washtucna EA - WEA Eastern Washington	Justeen Paige	Affiliated
Waterville Assoc of Maintenance Employees - North Central WEA	Lisa Mulhall	Affiliated
Waterville ESP A/L - North Central WEA	Lisa Mulhall	Non-Affiliated
Wellpinit EA - WEA Eastern Washington	Justeen Paige	Affiliated
Wenatchee EA - North Central WEA	Lisa Mulhall	Affiliated
Wenatchee Valley College AHE - North Central WEA	Lisa Mulhall	Affiliated
West Sound Tech Skills Center EA - WEA Olympic Council	Stephanie Mikos	Affiliated
West Valley Educ. Secretaries Assoc. - WEA MidState	Sally Laurvick	Affiliated
West Valley Spokane EA - WEA Eastern Washington	Justeen Paige	Affiliated
West Valley Yakima EA - WEA MidState	Sally Laurvick	Affiliated
White Pass EA - WEA Chinook	Jeannette Lael	Affiliated
White River EA - Puget Sound	Laura Chaplin	Affiliated
White Salmon EA - WEA MidState	Sally Laurvick	Affiliated
White Salmon ESP - WEA MidState	Sally Laurvick	Affiliated
Wilbur CPEA - WEA Eastern Washington	Justeen Paige	Affiliated
Wilbur Teachers Association - WEA Eastern Washington	Justeen Paige	Affiliated
Willapa Valley EA - WEA Chinook	Jeannette Lael	Affiliated
Wilson Creek EA - North Central WEA	Lisa Mulhall	Affiliated
Winlock EA - WEA Lower Columbia	Shari Boyd	Affiliated
Wishkah Valley EA - WEA Chinook	Jeannette Lael	Affiliated
Wishram EA - WEA MidState	Sally Laurvick	Affiliated
Woodland EA - WEA Lower Columbia	Shari Boyd	Affiliated

Local Association / UniServ Council	Membership Contact	Affiliation Status
Woodland Secretarial Association - WEA Lower Columbia	Shari Boyd	Affiliated
Yakima Assoc of Building Services - WEA MidState	Sally Laurvick	Affiliated
Yakima Assoc. of Paraeducators - WEA MidState	Sally Laurvick	Affiliated
Yakima EA - WEA MidState	Sally Laurvick	Affiliated
Yakima Educational Office Professionals - WEA MidState	Sally Laurvick	Affiliated
Yakima Maintenance Assoc - WEA MidState	Sally Laurvick	Affiliated
Yakima Professional/Technical Assoc. - WEA MidState	Sally Laurvick	Affiliated
Yelm EA - WEA Chinook	Jeannette Lael	Affiliated
Zillah EA - WEA MidState	Sally Laurvick	Affiliated

Valid Membership Type Combinations

Class	Subclass	Description	NEA	SEA (WEA)
Member	PK-12 Cert	Full Time 0.76 – 1.00 FTE	AC-1-100	AC-1-100
Member	PK-12 Cert	Part Time 0.51 – 0.75 FTE	AC-1-100	AC-1-75
Member	PK-12 Cert	Part Time 0.26 – 0.50 FTE	AC-1-50	AC-1-50
Member	PK-12 Cert	Part Time 0.25 or less FTE	AC-1-25	AC-1-25
Member	PK-12 Cert	Substitute	AC-1-1	AC-1-1
Member	Higher Ed	Full Time 0.76 – 1.00 FTE	AC-1-100	AC-3-100
Member	Higher Ed	Part Time 0.51 – 0.75 FTE	AC-1-100	AC-3-75
Member	Higher Ed	Part Time 0.26 – 0.50 FTE	AC-1-50	AC-3-50
Member	Higher Ed	Part Time 0.25 or less FTE	AC-1-25	AC-3-25
Member	Higher Ed	Part-time Higher Education	AC-1-25	AC-3-17
Member	ESP	0.51 – 1.00 FTE, >\$60k / year	AC-2-100	AC-2-208
Member	ESP	0.51 – 1.00 FTE, \$47 - 60k / year	AC-2-100	AC-2-207
Member	ESP	0.51 – 1.00 FTE, \$35 - 47k / year	AC-2-100	AC-2-206
Member	ESP	0.51 – 1.00 FTE, \$27 - 35k / year	AC-2-100	AC-2-205
Member	ESP	0.51 – 1.00 FTE, \$22 - 27k / year	AC-2-100	AC-2-204
Member	ESP	0.51 – 1.00 FTE, \$17 - 22k / year	AC-2-100	AC-2-203
Member	ESP	0.51 – 1.00 FTE, \$12 - 17k / year	AC-2-100	AC-2-202
Member	ESP	0.51 – 1.00 FTE, < \$12k / year	AC-2-100	AC-2-201
Member	ESP	0.26 - .50 FTE, >\$60k / year	AC-2-50	AC-2-208
Member	ESP	0.26 - .50 FTE, \$47 - 60k / year	AC-2-50	AC-2-207
Member	ESP	0.26 - .50 FTE, \$35 - 47k / year	AC-2-50	AC-2-206
Member	ESP	0.26 - .50 FTE, \$27 - 35k / year	AC-2-50	AC-2-205
Member	ESP	0.26 - .50 FTE, \$22 - 27k / year	AC-2-50	AC-2-204
Member	ESP	0.26 - .50 FTE, \$17 - 22k / year	AC-2-50	AC-2-203
Member	ESP	0.26 - .50 FTE, \$12 - 17k / year	AC-2-50	AC-2-202
Member	ESP	0.26 - .50 FTE, < \$12k / year	AC-2-50	AC-2-201
Member	ESP	0.25 or less FTE, >\$60k / year	AC-2-25	AC-2-208
Member	ESP	0.25 or less FTE, \$47 - 60k / year	AC-2-25	AC-2-207
Member	ESP	0.25 or less FTE, \$35 - 47k / year	AC-2-25	AC-2-206
Member	ESP	0.25 or less FTE, \$27 - 35k / year	AC-2-25	AC-2-205
Member	ESP	0.25 or less FTE, \$22 - 27k / year	AC-2-25	AC-2-204
Member	ESP	0.25 or less FTE, \$17 - 22k / year	AC-2-25	AC-2-203
Member	ESP	0.25 or less FTE, \$12 - 17k / year	AC-2-25	AC-2-202
Member	ESP	0.25 or less FTE, < \$12k / year	AC-2-25	AC-2-201
Member	ESP	Substitute	AC-2-1	AC-2-1
Member	ESP	Extracurricular	AC-2-25	AC-2-123
NEA Life	Cert	Full Time 0.76 – 1.00 FTE	AC-7-100	AC-1-100
NEA Life	Cert	Part Time 0.51 – 0.75 FTE	AC-7-100	AC-1-75
NEA Life	Cert	Part Time 0.26 – 0.50 FTE	AC-7-50	AC-1-50

Class	Subclass	Description	NEA	SEA (WEA)
NEA Life	Cert	Part Time 0.25 or less FTE	AC-7-25	AC-1-25
NEA Life	Cert	Substitute	AC-7-1	AC-1-1
Potential Member	PK-12 Cert	New to Local	PM-0-0	PM-1-0
Potential Member	PK-12 Cert	Substitute	PM-0-0	PM-1-1
Potential Member	PK-12 Cert	Former Member	PM-0-0	PM-1-2
Potential Member	PK-12 Cert	Former Fee Payer	PM-1-13	PM-1-13
Potential Member	Higher Ed	New to Local	PM-0-0	PM-3-0
Potential Member	Higher Ed	PTAHE	PM-0-0	PM-3-1
Potential Member	Higher Ed	Former Member	PM-0-0	PM-3-2
Potential Member	Higher Ed	Former Fee Payer	PM-1-13	PM-3-13
Potential Member	ESP	New to Local	PM-0-0	PM-2-0
Potential Member	ESP	Substitute / Extra-Curricular	PM-0-0	PM-2-1
Potential Member	ESP	Former Member	PM-0-0	PM-2-2
Potential Member	ESP	Former Fee Payer	PM-2-13	PM-2-13
Non -Member		Leave of Absence	NM-0-0	NM-0-89
Non -Member		Constituent / Staff	NM-0-0	NM-0-0
Non -Member		Subscriber - Complimentary	NM-0-0	NM-52-0
Retired	Life – Cert	Retired Life	RT-7-0	RT-7-0
Retired	Life – Cert	Retired Life Initial Year	RT-7-7	RT-7-7
Retired	Life – Cert	Retired Life Associate	RT-7-0	RT-7-54
Retired	Life – Cert	Retired Life Associate Initial Year	RT-7-7	RT-7-53
Retired	Life – Cert	NEA Life / WEA GFR	RT-7-0	RT-7-9
Retired	Annual – Cert	Retired Annual	RT-8-0	RT-8-0
Retired	Annual – Cert	Retired Annual Associate	RT-8-0	RT-8-54
Retired	Annual – Cert	Prior to 1973	RT-8-6	RT-8-0
Retired	Annual – Cert	NEA Annual / WEA GFR	RT-8-0	RT-7-9
Retired	PreRetired – Cert	PreRetired	RT-9-0	RT-9-0
Retired	PreRetired– Cert	PreRetired Initial Year	RT-9-7	RT-9-7
Retired	Life – ESP	Retired Life ESP	RT-6-0	RT-7-0
Retired	Life – ESP	Retired Life Initial Year ESP	RT-6-6	RT-7-7
Retired	Life – ESP	Retired Life Associate ESP	RT-6-0	RT-7-54
Retired	Life – ESP	Retired Life Associate Initial Year ESP	RT-6-6	RT-7-53
Retired	Life – ESP	NEA Life ESP / WEA GFR	RT-6-0	RT-7-9
Retired	Annual – ESP	Retired Annual ESP	RT-8-2	RT-8-0
Retired	Annual – ESP	Retired Annual Associate ESP	RT-8-2	RT-8-54
Retired	Annual – ESP	NEA Annual ESP / WEA GFR	RT-8-2	RT-7-9
Retired	PreRetired – ESP	PreRetired ESP	RT-9-2	RT-9-0
Retired	PreRetired– ESP	PreRetired ESP Initial Year	RT-9-6	RT-9-7

Staff		Staff	SF-0-0	SF-0-0
Student		Student	ST-0-0	ST-0-0
Associate		Community Ally / Associate	CA-0-0	AS-0-0
Reserve	Cert	Reserve	RS-1-0	RS-1-0
Reserve	ESP	Reserve	RS-2-0	RS-2-0

Local (LEA) Membership Types vary by local.

Other Codes

Ethnic Codes	
American Indian / Alaska Native	01
Black	03
Hispanic	04
Caucasian (not Spanish Origin)	05
Asian	06
Native Hawaiian / Pacific Islander	07
Multi-Racial / Multi-Ethnic	08
Other, Person of Color	09
Unknown	Null or UK

Forms

WEA relies upon many paper and electronic forms to exchange information with members, Locals and Employers. Listed below and replicated on the following pages are some of the common instruments, with links to their online and/or interactive versions.

Member Information Update (online only – no paper version)	https://www.washingtonea.org/member https://wea.mobi/update https://lfds.washingtonea.org/Forms/memberupdate
Active Member Enrollment Form	www.washingtonea.org/ejoin
Reserve / Associate Enrollment Form	https://www.washingtonea.org/membership/join/associate-reserve-membership/ https://www.washingtonea.org/file_viewer.php?id=409
Student WEA Enrollment Form	https://ims.nea.org/HowToJoin/stateStudent.action?mbrType=STUDENT&sea=wa
Retired Enrollment Form	https://www.washingtonea.org/membership/join/wea-retired-membership/
Retired Monthly Enrollment and DRS Dues Deduction Authorization Form	http://forms.washingtonea.org/Forms/retired_dues_deduction_authorization
Member Interest Card (online only – no paper version)	https://join.nea.org/washington/connect/
WEA-PAC Credit Card	https://www.washingtonea.org/advocacy/wea-pac/donate/
WEA-PAC Payroll Authorization	https://www.washingtonea.org/joinweapac
NEA-FCPE Donation (online only – no paper version)	https://educationvotes.nea.org/donate/
Dues Distribution Form	
Local Dues Notification	http://forms.washingtonea.org/Forms/local_dues_rate_update
Non-Continuing Employee Reporting	http://forms.washingtonea.org/Forms/Non-Continuing_Employees
Direct Deposit Agreement	
Association Directory Update	http://forms.washingtonea.org/Forms/local_association_leader_update

NEA Student Rebate (online only – no paper version)	https://www.nea.org/aerebate
Forms and Publication Request	http://forms.washingtonea.org/Forms/forms and publications request

Washington Education Association Membership Form

Welcome to our union, the most powerful statewide organization advocating for students, public education and educators. WEA membership gives us the strength in numbers to achieve results we can't reach separately. Together, we have won more funding for our students and better salaries and benefits for educators. We know that when we join together, we make a difference. That is why WEA is committed to improving racial equity and social justice in our schools—so that each student is respected, valued and lifted up by a quality public education.

Your membership provides:

- **A strong voice for students.** WEA is the single, most effective voice for our students and public education in our local school districts, in our communities and across the state.
- **Expertise and support** of our local union in bargaining for pay and benefits, as well as maintaining our contracts.
- **A community of other dedicated educators and support staff.** WEA provides opportunities to network with one another and to connect with colleagues from across the state who are dealing with the same workplace issues.
- **High-quality professional development** to keep us on the cutting edge in our classrooms, schools, work sites and in our union activities.
- **Representation.** Whenever and whatever decisions are being made that impact students, schools and school employees, our local Union and WEA are there representing us, our views and our values.
- **Resources** to help us improve the lives of our students and our families.
- **Accurate and timely information.** In an ever-changing landscape in education, WEA keep us abreast on policies, regulations and current laws related to our classrooms, schools and work.
- **Advocating for students, public education and our profession in Olympia.**
- **Member benefits** including money-saving discounts to help us stretch our paychecks.
- **Legal assistance** and liability insurance to protect us in our work.

By joining WEA, we are making an investment in our students, our schools and in our careers – an investment that pays great dividends now and in the future. We look forward to a long and healthy partnership.

Please select the appropriate code and write it in the space provided on the enrollment form.

POSITION CODES

Academic Prof (Tching/Rsch) — Higher Ed Only

Adjunct Faculty	ADJF
Assoc Professor	ACPR
Asst Professor	ATPR
Graduate Asst	GRAS
Instructor	INST
Lab Asst	LAAS
Lecturer	LECT
Professor	PROF
Research Asst	RSAS
Building/Grounds Maintenance/Repairs	
BGMR Other	BGOT
Custodian	CUST
Groundskeeper	GRND
Laborer/Helper/Warehouser	LABR
Mechanic/Repairer	MECH
Classroom Teacher	
Classroom Teacher	CLTR
Instructional Specialist	INSP
Coach	COCH
Communication-Disorder Specialist	CDSP
Counselor	CNSL
Curriculum Specialist	CRSP
Food Services	
Cashier	CSHR
Cook/Food Prep Wrkr	COOK
Dietician/Diet Tech	DIET
FS Other	FSOT

Health and Student Services

Comm/Fam/Parent/Wif Srvc Wrkr	CFPW
HCW Other	HCOT
Health/Therapist Asst/Tech	HTAT
Licensed Prac Nurse	LPNU
Medical Tech	MDTC
Nurse Asst	NUAS
Registered Nurse	RGNU
Librarian/Media Specialist	LIBR
Occupational Therapist	OCCT
Paraeducator (Instructional/Non-Instructional)	
Crossing Guard	CRGU
Instructional Assistant	TIPA
Library Asst/Tech	LIAS
Monitor/Dorm Attendant	MONI
Preschl Care Giver	PRCG
School Assistant	PPOT
Special Ed Asst	SEDA
Physical Therapist	PHTH
Psychologist	PSYC
Reading Specialist	READ
ROTC Instructor	ROTC
Security Svcs (Guard/Police/Security Wrkr)	GPSW
Secy/Clerk/Admin Svcs	
Bookkeeper	BKPR
Clerk/Admin/Ofc Asst	CAOA
Data Entry/State/Cmptr Clerk	DESC
Receptionist/Ph Opr	RCOP

Regis/Recs/Admis/Attend Wrkrs

Secretary/Steno	RRAA
Typist/Word Processor	SEST
Social Worker	TYWP
Speech/Hearing Therapist (Audiologist)	SCWK
Technical Svcs	SHTH
Audiovis/Lang Tech	
Comp Prgm/Sys Analyst/DP Spc	ALTC
Computer Operator	CPSA
Designer/Photo/Graphic Artist	COPR
Media/PR Spclst/Editor/Writer	DPGA
Technician (non-med and lib)	MPEW
Trade/Craft/Machine Oprs	TECH
Carpenter	
Electrician	CARP
Mach Opr/Assmblr/Inspctr	ELEC
Other Trades and Crafts	MOAI
Painter/Glazier	OTTC
PImbr/HVAC Mechanic	PAGL
Printing Srvc Wrkr	HVAC
Trans/Dlvry/Vhcl Mechanics	PRNT
Bus/Truck/Van Driver	
TDVM Other	BTVD
Vehicle Mechanic	TDOT
	VEME

SUBJECT CODES for PK-12

Accounting	ACCT	Health and Phys Ed	HEPE
Adult Basic Ed	ADED	History	HIST
Agric and Natrl Resources	AGNR	Home Economics	HOME
Algebra	ALGE	Industrial Arts	INAR
Art	ARTS	Intellectually Disabled	MRET
Athletic Trainer	ATTR	Journalism	JOUR
Basic Education	BEDC	Law Enforcement	LAEN
Basic Skills and Remed Ed	BSRE	Learn Disabled	LDIS
Bilingual Ed	BIED	Marketing	MARK
Biology	BIOL	Mathematics	MATH
Business Education	BSED	Multi-Categorical Disabilities	MCDA
Business Math	BSMA	Music	MUSI
Calculus	CALC	Physical Sciences	PHSC
Chemistry	CHEM	Physics	PHYS
Civics/Govern/Pol Sci	CGPS	Psychology	PSYC
Coaching	COCH	Public Affairs	PUAF
Cognitive Disabilities	COGN	Reading	READ
Communications	COMM	Religion/Philosophy	REPH
Computer and Info Sci	CICS	ROTC	ROTC
Data Processing	DAPR	Social Stds/Social Sci	SSSS
Distributive Ed/Co-op	DECP	Sociology	SOCI
Driver's Ed	DRED	Sp/Dev Ed Early Childhood	SDEC
Early Child Develop	ECDE	Special/Develop Ed	SDED
Earth Sci/Geology	ESCG	Speech and Drama	SPDR
Economics	ECON	Speech and Hear Impaired	SHIM
Emotional Disturbed	EMDI	Trade and Industrial Ed	TIED
Engl as a Second Lang	ENSL	Trigonometry	TRIG
Engl/Lang Arts	ELAR	Visually Impaired	VIIM
Foreign Lang and Lit	FLLI	Voc and Tech Ed	VTED
Functions	FUNC	Work Experience	WEXP
General Subjects	GSUB		
Geography	GEOG		
Geometry	GEOM		
Gifted and Talented	GTAL		

SUBJECT CODES for HIGHER ED

Agriculture	AGRI
Architecture	ARCH
Area Studies	AECS
Biological Science	BISC
Business	BUSN
Communications	COMM
Education	EDUC
Engineering	ENGR
English Lang and Lit	ENLL
Environmental Studies	ENVS
Fine and Applied Arts	FAAA
Foreign Lang and Lit	FLLI
Health Sciences	HESC
History	HIST
Humanities	HUMA
Journalism	JOUR
Law and Legal Studies	LALS
Library Science	LBSC
Marketing	MARK
Mathematics	MATH
Medical Science	MEDS
Medical Technologies	HESC
Military Science	MIST
Natural Science	NATS
Philosophy	PHIL
Physical Science	PHSC
Political Science	POLS
Psychology	PSYC
Public Admin and Svcs	PADS
Religion and Theology	RETH
ROTC	ROTC
Social Sciences	SOSC
Visual and Performing Arts	VPAR

Ethnic Status, and Gender information is optional and failure to provide it will in no way affect your membership status, rights or benefits in NEA, WEA or any of their affiliates. This information will be kept confidential.

Membership is open only to those who agree to subscribe to the goals and objectives of the Association and to abide by its constitution and bylaws.



www.WashingtonEA.org

PLEASE PRINT AND PRESS HARD – USE BLACK OR BLUE INK ONLY

Member ID Number _____
(For existing members please see your WEA membership card)

Last name _____

First name _____ Middle Initial _____

Other/Former name _____

Home mailing address _____

City _____ State _____ Zip _____

*Cell phone _____ Date of birth ____/____/____

Personal email _____

Work email _____

Gender (Optional) ☐ Female ☐ Male ☐ Gender Expansive/Non-Conforming ☐ Transgender Female ☐ Transgender Male ☐ Other

Ethnicity (Optional) ☐ American Indian/Alaska Native ☐ Asian ☐ Black ☐ Caucasian (not Spanish Origin) ☐ Hispanic
☐ Multi-Ethnic ☐ Native Hawaiian/Pacific Islander ☐ Other ☐ Unknown

Employer _____

Employee ID # (if known) _____

School Building/Worksite _____

Position _____ Subject _____

Employment start date ____/____/____ (in this local) What was your first year employed in education? _____

* By providing my phone number, I understand that the National Education Association (NEA) and its affiliates, including the Washington Education Association, the local association, NEA Member Benefits and NEA360, may use automated calling techniques and/or text message me on my cellular phone on a periodic basis. The NEA, WEA, and my local association will never charge for text message alerts. Carrier message and data rates may apply to such alerts.

PAYMENT METHOD: ☐ Payroll Deduction ☐ Check

☐ **MEMBERSHIP COMMITMENT: YES!** I want to join my fellow employees and become a member of the local association, the Washington Education Association, and the National Education Association. I hereby request and voluntarily accept membership in these associations and agree to abide by the Constitution and Bylaws of all three associations.

☐ **ANNUAL PAYMENT AUTHORIZATION: YES!** I hereby agree to pay the annual (Sep. 1 – Aug. 31) dues, fees, and assessments established by the Association in consideration for the services the union provides. I understand that those annual amounts are subject to periodic change by the governing bodies of the Association. I authorize my employer (including any other employer to which my employment is transferred by law or agreement) on a continuing basis, and regardless of my membership status, to deduct from my pay and to pay to the Washington Education Association on an annual basis membership dues in amounts established by the Association as due and owing by me in accordance with their constitutions and bylaws. I agree that this authorization and assignment shall remain in effect until a signed and dated revocation is received by the WEA Membership Department via US Mail at PO Box 9100, Federal Way, WA 98063-9100.

I UNDERSTAND THAT THIS AGREEMENT IS VOLUNTARY AND IS NOT A CONDITION OF EMPLOYMENT AND THAT I HAVE THE LEGAL RIGHT TO REFUSE TO SIGN THIS AGREEMENT WITHOUT SUFFERING ANY REPRISAL.

Dues payments and contributions to the Association are not deductible as charitable contributions for federal income tax purposes.

The invalidity or unenforceability of any particular provision shall not affect the validity and enforceability of other provisions in this Agreement.

Member Signature _____

Date ____/____/____

LOCAL ASSOCIATION NAME

MEMBERSHIP CATEGORY

PK-12 Certificated or Higher Education

- ☐ 0.76 – 1.00 FTE
☐ 0.51 – 0.75 FTE
☐ 0.26 – 0.50 FTE
☐ 0.25 or less FTE
☐ Substitute
☐ Part-time Higher Ed

OR

Education Support Professional (please indicate both)

- ☐ 0.51 – 1.00 FTE ☐ \$47,000.01 and above
☐ 0.26 – 0.50 FTE ☐ \$35,000.01 to \$47,000
☐ 0.25 or less FTE ☐ \$27,000.01 to \$35,000
☐ Substitute ESP ☐ \$22,000.01 to \$27,000
☐ Extra-Curricular ☐ \$17,000.01 to \$22,000
☐ \$12,000.01 to \$17,000
☐ \$12,000 and below

As an educator, you have a close-up view of the opportunities and challenges facing our schools. These questions will help us provide the support you and your school need most.

Our association provides support and tools to ensure your success with students. What tools/trainings would you like to hear more about?

- ☐ Classroom management (e.g. student behavior, relationships with students)
☐ Lesson planning
☐ Working with mentors/coaches
☐ Working with families
☐ Collaborating with administrators and colleagues
☐ Unpacking professional expectations (e.g. evaluations, observations)

Our association works to ensure every school provides our students with the opportunities to succeed. Which of the following issues are most important to you?

- ☐ Social and racial justice
☐ Meeting the needs of students in poverty
☐ Family and community engagement
☐ Fully funded schools
☐ Education policy – Contribution to critical decisions affecting my students, school and district
☐ Political advocacy – Supporting education policies to ensure all students have opportunities to succeed

Our association advocates for conditions that retain high-quality educators for all students. Which of these are you interested in learning about?

- ☐ Salary
☐ Educator rights and responsibilities
☐ Health care benefits
☐ Pensions and retirement security
☐ Student debt and/or finances
☐ Stretching your paycheck
☐ Working conditions

FOR OFFICE USE ONLY

TYPE	AMOUNT
NEA	
WEA	
UniServ	
Local	
Community Outreach	
NEA FCPE	
WEA-PAC	
TOTAL	



United Faculty of Washington State Membership Enrollment Form

Employee ID:
(exclude letters)

--	--	--	--	--	--	--	--

Last Name _____ First Name _____ Middle Initial _____

Home Address
(Street, Route or Box) _____ Apt. # _____

City _____ State _____ ZIP _____

Home Phone () _____ Home Email _____

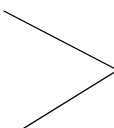
Mobile Phone () _____ Work Email _____

Department/
Planning Unit _____ ☐ Female ☐ Male Date of Birth _____

Ethnic Status (optional) ☐ American Indian/Alaska Native ☐ Black/African American ☐ Hispanic/Latina(o) ☐ Multi-Ethnic ☐ Other
☐ Caucasian/Euro-American ☐ Native Hawaiian/Pacific Islander ☐ Asian ☐ Choose not to declare ☐ Unknown

Membership Type
(please check one)

- ☐ \$75,000 and above
- ☐ \$60,000 - \$74,999
- ☐ \$50,000 - \$59,999
- ☐ \$40,000 - \$49,999
- ☐ Below \$40,000



Indicate
annual base
salary

UFWS Local
(please check your local)

- ☐ United Faculty of Central
- ☐ United Faculty of Eastern
- ☐ United Faculty of Evergreen
- ☐ United Faculty of Western Washington

I, the undersigned, acknowledge that I am a member of the above-named faculty union (where the entity representing my bargaining unit is a WEA/NEA, AFTWA/AFT affiliate), the Washington Education Association, the National Education Association, the American Federation of Teachers Washington and the American Federation of Teachers. I hereby authorize my employer to deduct from my salary and to pay to the United Faculty of Washington State membership dues in such amounts as the affiliate unions (WEA, NEA, AFTWA, AFT) may certify as due and owing by me in accordance with their constitutions and bylaws.

I agree that this authorization and assignment shall remain in effect until a signed and dated revocation is received by the WEA Membership Department at P.O. Box 9100, Federal Way, WA 98063-9100. I understand that while I can revoke my membership, I am obligated to fulfill my core dues obligation to UFWS and its affiliates during the year of revocation. Additionally, I understand that state law under certain circumstances may require me to pay a representation fee to UFWS and its affiliates after I have revoked my membership.

Dues payments are not deductible as charitable contributions for federal income tax purposes. Dues payments (or a portion) may qualify as a miscellaneous itemized deduction.

Member's Signature

Date

Enroller/Faculty Representative



Reserve / Associate Enrollment Form



www.washingtonea.org

Great Public Schools for Every Student

SSN or WEA Member ID: Current or Former Employer

Last Name First Name Middle

Home Address (Street, Route or Box) Apt. #

City State Zip Home Phone ()

Home E-Mail Work E-Mail Work Phone ()

☐ Female ☐ Male Date of Birth Registered Voter ☐ Yes ☐ No

Ethnic Status

☐ American Indian/Alaska Native ☐ Black/African American ☐ Multi-Ethnic ☐ Hispanic/Latina(o) ☐ Other
☐ Caucasian/Euro-American ☐ Native Hawaiian/Pacific Islander ☐ Asian ☐ Choose not to declare ☐ Unknown

Membership Type (please check one):

☐ Reserve – Certificated ☐ Reserve – ESP ☐ Associate

Reserve Membership is available to any person who is otherwise eligible for active membership but is on limited leave of absence from educational employment or has held active membership in the Association but whose employment status no longer qualifies that individual for such membership.

Associate status is available to any person ineligible for other categories of WEA Membership who is interested in education and subscribes to the mission, goals, and core values of the WEA.

FOR OFFICE USE ONLY	
TYPE	AMOUNT
NEA	
WEA	
TOTAL	

Dues for these categories are payable annually via check. (Please make checks payable to WEA.) The association year is September 1 through August 31.

Membership is open only to those who agree to subscribe to the goals and objectives of the Association and to abide by its constitution and bylaws. Membership shall not be denied to individuals on the basis of race, creed, national origin, or gender. Ethnic Status, Gender, Birth Date and Voter Registration information is optional and failure to provide it will in no way affect your membership status, rights or benefits in NEA, WEA or any of their affiliates. This information will be kept confidential.

Dues payments (or a portion) may qualify as a miscellaneous itemized deduction. Contributions to NEA FCPE, WEA-PAC and local PACs, if applicable, are not deductible as charitable contributions for income tax purposes and require a separate contribution form.

I agree that this authorization and assignment shall remain in effect until a signed and dated revocation is received by the WEA Membership Department at P.O. Box 9100, Federal Way, WA 98063-9100. I understand that while I can revoke my membership, I am obligated to fulfill my core dues obligation to the WEA and its affiliates during the year of revocation.

Member's Signature

Date

WHITE – WEA Membership Department

YELLOW – Member Copy

WEA Mission, Goal, Objectives and Core Values

The mission of the Washington Education Association is to advance the professional interests of its members in order to make public education the best it can be for students, staff and communities.

Our goal is to build confidence in public education and increase support for Washington's public school system.

Our objectives are to:

- ◆ Increase WEA members' professional status and job satisfaction.

WEA members believe in the following Core Values:

- ◆ Public education as the cornerstone of a strong democratic society
- ◆ The fundamental right of all students to have access to the best possible public education
- ◆ Life-long learning
- ◆ Individual and organizational integrity
- ◆ Respect for diversity
- ◆ High professional standards for members
- ◆ Personal and professional growth
- ◆ Improve the quality of and access to public education for all students.
- ◆ Forge partnerships with parents, business, other unions and community groups.
- ◆ Continuous improvement in the quality of public education
- ◆ Fair treatment for all people, including the right to due process and representation
- ◆ Shared decision making and shared accountability with the community for the quality of public education
- ◆ Academic freedom
- ◆ Safe learning and working environment
- ◆ Shared decision making and accountability for all constituencies within the WEA
- ◆ High expectations and performance standards for all students



Student WEA Enrollment Form

Association year is September 1 to August 31

Please Type or Print
Clearly — All information
will be kept confidential

Name _____ Local Address _____ City _____ State _____ Zip _____ SSN <table border="1" style="display: inline-table; width: 100px; height: 20px; vertical-align: middle;"></table> <div style="display: inline-block; vertical-align: middle;"> <input type="checkbox"/> Male <input type="checkbox"/> New Member <input type="checkbox"/> Female <input type="checkbox"/> Renewal </div>	Permanent Address _____ City _____ State _____ Zip _____ Permanent Phone (_____) _____ Current Phone (_____) _____ Date of Birth _____ Registered Voter? <input type="checkbox"/> Yes <input type="checkbox"/> No College or University _____	E-mail Address _____ Ethnicity: <input type="checkbox"/> American Indian/Alaska Native <input type="checkbox"/> Asian <input type="checkbox"/> Other <input type="checkbox"/> Black/African American <input type="checkbox"/> Hispanic/Latina(o) <input type="checkbox"/> Unknown <input type="checkbox"/> Caucasian/Euro-American <input type="checkbox"/> Multi-Ethnic <input type="checkbox"/> Native Hawaiian/Pacific Islander <input type="checkbox"/> Choose not to declare
Current Status: <input type="checkbox"/> Freshman <input type="checkbox"/> Sophomore <input type="checkbox"/> Junior <input type="checkbox"/> Senior <input type="checkbox"/> Graduate Estimated Graduation Date _____ Date Available for Employment _____		

Signature _____ Date _____ 9/09

Enclose a \$22.50 check or money order made payable to **Student Washington Education Association** and mail to:
 Washington Education Association, P.O. Box 9100, Federal Way, WA 98063-9100



**Stay connected.
Keep great benefits.
Make a difference.
Join WEA-Retired
or WEA Pre-Retired!**
*Retire from your position,
not your profession.*

Together with WEA and NEA, WEA-Retired stands strong for our profession and for Washington students.

WEA-Retired prepares Washington Education Association members for a meaningful and successful retirement. We give our members opportunities to connect with each other and to advocate for positive changes in public education. By joining WEA-Retired, you gain access to valuable WEA and NEA benefits, stay up to date on critical issues concerning retirement security, and remain engaged in the profession you love. You have been dedicated to your students, your career and public education since your first day on the job. Retirement does not end that commitment. Joining WEA-Retired allows you to stay involved — at whatever level you choose.

Stay Connected

Joining WEA-Retired keeps you connected with your colleagues, your union and your profession. You will stay up to date with newsletters, emails, and social media. Local chapters, as part of UniServ Councils, offer the chance for you to socialize with former colleagues and to maintain a lifetime commitment as a union member.

Keep Great Benefits

You will keep the same excellent benefits you enjoyed as an active WEA/NEA member with WEA-Retired membership. This includes NEA Member Benefits, such as credit and insurance programs, including the \$1,000,000 liability insurance that is important if you choose to substitute. WEA's Attorney Referral Program offers two free 30-minute consultations a year. Don't forget to visit www.neamb.com for savings!

Make a Difference

While active school employees work hard at their jobs, you can make sure their interests are represented in Olympia. It may be as simple as emailing legislators or participating in face-to-face meetings. During legislative sessions, WEA-Retired lobbies for our students, our public schools, our profession and ourselves. We promote quality life-long healthcare and a pension that provides school employees with a secure retirement.

WEA-Retired / NEA-Retired Enrollment Form

Today's Date _____ Date of Retirement (or expected date of retirement) _____

Local Association _____
(If retired, list school district where you live or where you worked.)

Last Name _____ First Name _____ Middle Initial _____

Mailing Address _____

City _____ State _____ Zip _____

Home phone _____ Home email _____

Cell phone _____ WEA Member ID OR SSN4 (last four) _____

☐ YES! I understand that the National Education Association and its affiliates – including the Washington Education Association, OK to UniServ Councils, Local Associations, and National Education Association Member Benefits may use automated calling and/or text my cell phone on a periodic basis. Carrier message and data rates may apply.
text me

☐ Female ☐ Male Date of Birth _____

☐ American Indian/Alaska Native ☐ Caucasian/Euro-American ☐ Multi-Ethnic
☐ Black/African American ☐ Asian ☐ Other
☐ Hispanic/Latina(o) ☐ Native Hawaiian/Pacific Islander ☐ Choose not to declare

Membership Choices: All memberships combine WEA-Retired & NEA-Retired dues.

Pre-Retired Life Membership — \$550. Any WEA/NEA member not yet retired may join as Pre-Retired.

- ☐ PAY IN FULL: \$550 by personal check payable to WEA-Retired or by credit card on our secure website at www.washingtonea.org/retired.
- ☐ MONTHLY PAYMENTS. Ten payments of \$55. To enroll, contact WEA-Retired at karlakragelund@icloud.com or call 800-622-3393, ext. 007067. Your pre-retired membership is activated when the last payment is made.

Retired Membership

- ☐ Retired Life — \$550.
PAY IN FULL: \$550 by personal check payable to WEA-Retired or by credit card on our secure website at www.washingtonea.org/retired.
- ☐ Retired Annual — \$83 by personal check payable to WEA-Retired or by credit card on our secure website at www.washingtonea.org/retired. Annual membership is valid Sept. 1 through Aug. 31. No pro-rating for partial-year membership.
- ☐ Retired Monthly — \$6.92 deducted monthly from your DRS pension by the Department of Retirement Systems. Complete and return the "Washington Education Association - Retired Dues Deduction Authorization Form" at www.washingtonea.org/retired. (Available only for retired monthly membership, and only to individuals receiving pensions from Washington State DRS.)
- ☐ Associate — if you were not an active member of WEA/NEA at the time of your retirement. Check here, plus check either "Retired Life," "Retired Annual" or "Retired Monthly" above.

Mail this form to: **WEA-Retired**
Attn: Membership
P.O. Box 9100
Federal Way, WA 98063-9100



If you wish to join WEA-Retired and have monthly membership dues deductions taken out of your Washington State pension, please complete and return this form to WEA-Retired.

Please consider using the online version of this form available at:

http://forms.washingtonea.org/Forms/retired_dues_deduction_authorization

**DUES DEDUCTION AUTHORIZATION FORM
WASHINGTON EDUCATION ASSOCIATION-RETIRED**

P.O. Box 9100
Federal Way, WA 98063-9100

Please print – All fields are required

Name: _____ Phone: _____
Last First Middle

Mailing Address: _____

City, State, Zip: _____

Home/Personal Email Address: _____

SS Number: _____ Birthdate: _____

Retirement Plan (Circle One): TRS-1 TRS-2 TRS-3 SERS-2 SERS-3

When I retired, I was (Circle One): Teacher, ESA or Faculty Education Support Professional

I wish to join WEA-Retired as a Retired Monthly Member.

I authorize the Washington State Department of Retirement Systems (DRS) to regularly deduct a sufficient amount from my retirement benefit to pay the premiums for my Washington Education Association-Retired dues. I will not hold DRS responsible for any problems between WEA-Retired and myself.

Should I wish to cancel ensuing deductions I will send a written notification of cancellation to Washington State Department of Retirement Systems and WEA-Retired. Dues deductions are non-refundable.

Current Dues rates (September 2021) are \$6.92/month for former Certificated and \$5.75/month for former ESP

Signature: _____ Date: _____

Membership Information (required)

Name _____

Home E-mail Address or Phone Number _____

Home Address _____

School District/Employer _____

City _____ State _____ Zip _____

Local Association _____

Job Title _____

Contribution Options—There are two ways to become a member:

Option 1: Easy Pay – A monthly WEA-PAC contribution from your checking account

VOIDED CHECK REQUIRED IF CHOOSING OPTION 1

Make the minimum contribution by choosing your employee category.

- ☐ K-12 certificated staff, full-time higher education staff, WEA staff, UniServ or affiliated staff: **\$1.67 per month.**
- ☐ ESP staff, part-time higher education staff, WEA-Retired or WEA Student: **\$1.25 per month.**

OR help us speak louder and choose a higher monthly contribution.

- ☐ \$4 ☐ \$6 ☐ \$10 (silver) ☐ \$20 (gold)

AND support national efforts by adding a monthly contribution to your federal PAC, The NEA Fund for Children and Public Education.

- ☐ \$1 ☐ \$2 ☐ \$5 ☐ \$10

VOIDED CHECK REQUIRED IF CHOOSING OPTION 1

I hereby authorize the WASHINGTON EDUCATION ASSOCIATION (WEA) to initiate debit entries to my checking account indicated below and the credit union/bank named below, hereinafter called BANK, to debit the same to such account. I will not hold BANK liable for any erroneous debits made by the WEA.

Conditions: This authorization is to remain in full force and effect until BANK has received written notification from me of its termination in such time and in such manner as to afford BANK a reasonable opportunity to act on it. A customer has the right to stop payment of a debit entry by notification to BANK prior to charging account. After account has been charged, a customer has the right to have the amount of the erroneous debit immediately credited to his/her account by BANK up to fifteen (15) days following issuance of statement or forty-five (45) days after the charge, whichever occurs first. Deductions will be made on the 10th day of the month, except when the 10th falls on a weekend or holiday, in which case the deduction will occur on the next business day.

Signature _____ Date _____

Thank you for joining WEA-PAC. Your contribution works to support children and public education.

Signature (required)

Conditions: I understand that contributions to WEA-PAC and to The NEA Fund for Children and Public Education ("NEA Fund") are voluntary; making a contribution is neither a condition of membership in the Association nor of employment; and that members have a right to refuse to contribute without suffering any reprisal. WEA-PAC and NEA Fund use the contributions which they collect for political purposes, including, but not limited to, in the case of WEA-PAC supporting friends of public education who are candidates for state and local office, and in the case of NEA Fund making contributions to and expenditures on behalf of candidates for federal office. Although NEA Fund suggests an annual contribution of \$12.00, this is only a suggestion; a member may contribute more or less than the suggested amount or not at all without affecting his or her membership status, rights, or benefits in NEA or WEA.

Federal law requires The NEA Fund to use its best efforts to collect and report the name, mailing address, occupation, and name of employer for each individual whose contributions aggregate in excess of \$200 in a calendar year.

Contributions or gifts to the WEA-PAC and NEA Fund for Children and Public Education are not deductible as charitable contributions for federal income tax purposes. Only U.S. citizens or lawful permanent residents may contribute to the NEA-FCPE or WEA-PAC.

Signature _____ Date _____

Tear off top (white) copy and return to WEA-PAC in the envelope provided or mail to: WEA-PAC, P.O. Box 9100, Federal Way, WA 98063-9100

Option 2: Annual Contribution

The WEA-PAC membership year is September through August.

If using Option 2, choose your method of payment:

- ☐ Cash ☐ Check ☐ VISA ☐ MasterCard

If you prefer to make your contribution as a lump sum, choose your employee category.

- ☐ K-12 certificated staff, full-time higher education staff, WEA staff, UniServ or affiliated staff: **\$20 annual.**
- ☐ ESP staff, part-time higher education staff, WEA-Retired or WEA Student: **\$15 annual.**

OR help us speak louder and choose a higher contribution.

- ☐ \$48 ☐ \$72 ☐ \$120 (silver) ☐ \$240 (gold) ☐ Other \$ _____
- (Make **separate** check payable to WEA-PAC.)

AND support national efforts by adding a contribution to your federal PAC, The NEA Fund for Children and Public Education.

- ☐ \$12 ☐ \$24 ☐ \$60 ☐ \$120 ☐ Other \$ _____
- (Make **separate** check payable to NEA-FCPE.)

If using a credit card, fill in the following:

Account number _____

Expiration date ____ / ____

Exact name on card _____

Signature of cardholder _____

NEW

Automatic Credit Card Renewal Option

- ☐ I hereby authorize WEA-PAC to deduct the amount indicated above annually in the month of September from the credit card listed above. Such deductions will cease upon written notification no less than 30 days prior to the scheduled deduction date.

Note: Credit card information obtained from WEA members is used only to charge credit card accounts for authorized contributions to WEA-PAC and/or The NEA Fund for Children and Public Education. This information is held in strict confidentiality and will under no circumstances be transferred to third parties.



Pro-Education. Pro-Labor.



AUTHORIZATION FOR POLITICAL CONTRIBUTIONS

Name (First, MI, Last) _____ Home email _____
 Home Address (Street, Route or Box) _____ Apt. _____
 City _____ State _____ Zip _____
 Birth Date: _____ Local Association/Employer _____

WASHINGTON EDUCATION ASSOCIATION POLITICAL ACTION COMMITTEE (WEA-PAC) NATIONAL EDUCATION ASSOCIATION FUND FOR CHILDREN & PUBLIC EDUCATION (NEA-FCPE)

The Washington Education Association Political Action Committee (WEA-PAC) and the National Education Association Fund for Children and Public Education (NEA-FCPE) collect voluntary contributions from Association members and use those contributions for political purposes including, but not limited to, making contributions to and expenditures on behalf of friends of public education who are candidates for state and local office, and in the case of the NEA-FCPE, for federal office. Contributions to the NEA-FCPE and WEA-PAC are voluntary; making a contribution is neither a condition of employment, nor membership in the Association, and members have the right to refuse to contribute without suffering any reprisal. No employer or labor organization may discriminate against an officer or employee in the terms and conditions of employment for (i) the failure to contribute to, (ii) the failure in any way to support or oppose, or (iii) in any way supporting or opposing a candidate, ballot proposition, political party or political committee.

A member may give more or less than the suggested amount of \$12 per year to the NEA-FCPE, or may contribute nothing at all, without it affecting his or her membership status, rights, or benefits in the NEA or WEA. Only U.S. citizens or lawful permanent residents may contribute to the NEA-FCPE or WEA-PAC. Federal law prohibits the NEA-FCPE from receiving donations from persons other than members of the NEA and its affiliates and their immediate families. All donations from persons other than members of NEA and its affiliates and their immediate families will be returned forthwith. Federal law also requires us to use our best efforts to collect the name, mailing address, occupation, and the name of employer of individuals whose contributions to the NEA-FCPE aggregate in excess of \$200 in a calendar year. Contributions to WEA-PAC and/or the NEA-FCPE are not deductible as charitable contributions for income tax purposes.

No employer or other person may withhold a portion of a Washington state resident's earnings (or that of a nonresident whose primary place of work is in Washington) in order to make contributions to a political committee that must report to the Public Disclosure Commission or to a candidate for state or local office without written permission from that individual. Completion of this form entitles the entity specified to make such a withholding. This authorization for withholdings and contributions remains in effect until revoked in writing by the employee and received by WEA-PAC at P.O. Box 9100, Federal Way, WA 98063-9100.

☐ Please discontinue any/all Electronic Funds Transfer (EFT) authorizations on file from my credit card and/or bank account.

AUTHORIZATION FOR PAYROLL DEDUCTION

In order to contribute to WEA-PAC and NEA-FCPE please check the appropriate boxes below:

WEA-PAC: ☐ \$2.25 or ☐ \$5.00 or ☐ \$10.50 I, the undersigned, acknowledge that I am a member of the above-named education association (where the entity representing my bargaining unit is a WEA/NEA affiliate), the Washington Education Association and the National Education Association. With full knowledge of the information above, I hereby authorize my employer to deduct above amount, per month from my salary in order to make contributions to WEA-PAC. Multiple authorizations will result in only ONE deduction of the amount listed above. I agree that this authorization shall be automatically renewed each year thereafter unless written notice of revocation is given by me to WEA. Only certificated or classified personnel employed by Washington School Districts may elect to make contributions by payroll deduction.

NEA-FCPE: ☐ With full knowledge of the information above, I authorize you as my employer to deduct from my salary, in accordance with agreed-upon payroll procedure, the suggested NEA-FCPE contribution of \$12 (\$1 per month) for the current NEA membership year and each membership year thereafter. I understand that I am free to contribute more or less than this suggested amount (or nothing at all), but can only do so via a method other than payroll deduction. I agree that this authorization shall be automatically renewed each year thereafter unless written notice of revocation is given by me to WEA. Only certificated or classified personnel employed by Washington School Districts may elect to make contributions by payroll deduction.

Member's Signature _____

Date _____

Building Representative (optional) _____



DUES DISTRIBUTION FORM

253-765-7105 ♦ Fax 253-765-7110
E-mail: member.records@washingtonea.org

Date: _____

To: _____ (PAYROLL OFFICE) From: _____ (LOCAL ASSOCIATION)

Deductions to begin with: _____ (PAYROLL DATE)

LIST MONTHLY DEDUCTION ONLY

SSN4	FTE	NAME (Print)	NEA	WEA/ESP	COMMUNITY OUTREACH	UNISERV	LOCAL	NEA FCPE	WEA-PAC	TOTAL
1										
2										
3										
4										
5										
6										
7										
8										
9										
10										
11										
12										
13										
14										
15										

PLEASE RETURN TOP (WHITE) COPY WITH ENROLLMENT FORMS TO:

Your WEA Membership Contact or WEA Membership Department
P.O. Box 9100 • Federal Way, WA 98063-9100

SIGNATURE

EMAIL or PHONE

White — WEA Membership

Yellow — Payroll Office

Pink — Local Association

Gold — NO LONGER USED



7/10



Local Dues Notification Form – CERTIFICATED Employees

Please submit one copy of this form to each of the parties below as soon as possible but no later than August 1.

We encourage you to use the electronic form at
http://pforms.washingtonea.org/Forms/local_dues_rate_update

- ☐ _____
School District / Employer
- ☐ _____
UniServ Council

- ☐ Washington Education Association
Membership Department
PO Box 9100
Federal Way, WA 98063-9100
Fax: (253) 765-7110
member.records@washingtonea.org

This memo is to notify you that the total annual amount of local dues per member for the 2017-18 membership year will be:

FTE	Annual Dues Amount	Monthly Dues Amount
0.76 – 1.00 FTE		
0.51 – 0.75 FTE		
0.26 – 0.50 FTE		
0.25 or less FTE		
Substitutes or Part-time AHE		(per day)

*Please remit
separately from regular
employee dues*

These amounts do not include NEA, WEA or UniServ Council dues.

The number of pay periods over which a typical member's annual dues are collected is:

- ☐ 12 ☐ 11 ☐ 10 ☐ Other _____

Affiliate / District (please spell out): _____

Prepared by (Name/Role): _____

Signature and Date: _____

Email: _____ Phone: _____



Local Dues Notification Form – CLASSIFIED (ESP) Employees

Please submit one copy of this form to each of the parties below as soon as possible but no later than August 1.

We encourage you to use the electronic form at
http://pforms.washingtonea.org/Forms/local_dues_rate_update

☐ _____
School District / Employer

☐ _____
UniServ Council

☐ Washington Education Association
Membership Department
PO Box 9100
Federal Way, WA 98063-9100
Fax: (253) 765-7110
member.records@washingtonea.org

This memo is to notify you that the total annual amount of local dues per member for the 2017-18 membership year will be:

Salary Breaks	Annual Dues Amount	Monthly Dues Amount
\$35,000.01 and above		
\$27,000.01 to \$35,000.00		
\$22,000.01 to \$27,000.00		
\$17,000.01 to \$22,000.00		
\$12,000.01 to \$17,000.00		
\$12,000.00 and below		
ESP Subs and/or Extra-Curricular		

Please remit separately from regular employee dues

These amounts do not include NEA, WEA or UniServ Council dues.

The number of pay periods over which a typical member's annual dues are collected is:

☐ 12 ☐ 11 ☐ 10 ☐ Other _____

Affiliate / District (please spell out): _____

Prepared by (Name/Title): _____

Signature and Date: _____

Email: _____ Phone: _____



32032 Weyerhaeuser Way S
Federal Way, WA 98001-9687
mailing address: P.O. Box 9100
Federal Way, WA 98063-9100
telephone: 253-765-7105
toll free: 800-622-3393
fax: 253-765-7110
Member.Records@washingtonnea.org

To: Employers and WEA Affiliates
From: WEA Member Records

Subject: Non-Continuing Employees

In previous years, we asked you to provide only the names of retirees. To promote more accurate lists and invoices at the beginning of next school year, we are now asking instead for the names of all employees who you do not expect to continue working in your district in the fall.

Please take a few moments to report the names of WEA members – either certificated or classified – who are not continuing employment into next school year. Please return this list to the address above or, if it is more convenient, please feel free to send a printout, separate form or e-mail to member.records@washingtonnea.org.

We encourage use of the electronic version available at
http://forms.washingtonnea.org/Forms/Non-Continuing_Employees

Please list employee first and last name, and reason for departure (Retirement, Non-Continuing, Resigned, Leave of Absence, etc.)

Thank you very much for your assistance in helping us better respond to the changing needs of educational employees.

Date: _____

Affiliate / Employer Name: _____
(please, no acronyms)

Prepared by (Name/Title): _____

Email: _____ Phone: _____



Direct Deposit Agreement

US Bank
Attn: Uliana Simkin
MS PD-OR-P6TD
555 SW Oak St
Portland, OR 97204
(503) 464-4870
(866) 676-6883 Fax
Uliana.simkin@usbank.com

I authorize all payments due the Local Education Association or UniServ under the Washington Education Association Dues Deduction Program be sent directly to the financial institution named below (the "Depository") for credit to the account and type listed below. I understand payments will be electronically transferred to the Depository, and a confirmation statement will be sent to the Association contact of record. Until notified of a change, the information submitted on this form will be used by WEA and US Bank for all correspondence related to dues collection and remittance through the WEA Dues Deduction system.

Please complete the information below (please print) and attach a Checking Deposit Slip.

Local Education Association Name: _____

UniServ Name: _____

Local Address: _____

City, State and Zip Code: _____

Name of Depository: _____

Bank Routing Number (9-digits): _____

Account Number: _____

Completed by: _____

Name and Title

Signature _____

Date _____

Email Address _____

Phone Number _____

Association Leader Information

(Please type or print clearly, and send updated information at any time during the year. Thanks!)

Name of

Association _____



Certificated



Classified



AHE



Student



UniServ Council

Association has no permanent business address ☐

Association Address _____

City and ZIP Code _____

Office Phone (_____) _____ Fax (_____) _____

E-mail address _____

Elections

Held (month) _____

Date Officers

Take Office _____

Term of

Office _____

We encourage use of the electronic version available at:

http://pforms.washingtonea.org/Forms/local_association_leader_update

**Please check one
mailing option:**



Send all mail to the association address listed above.



Send all mail to my home address listed below.

President _____

Address/City/ZIP _____

School Phone (_____) _____ Home Phone (_____) _____

E-mail (school) _____ (home) _____

Vice President _____

Address/City/ZIP _____

School Phone (_____) _____ Home Phone (_____) _____

E-mail (school) _____ (home) _____

Secretary _____ E-mail _____

Address/City/ZIP _____

School Phone (_____) _____ Home Phone (_____) _____

Treasurer _____ E-mail _____

Address/City/ZIP _____

School Phone (_____) _____ Home Phone (_____) _____

Please submit a separate list of your Building Reps with contact information, including e-mail. Thank you.

Date this form was filled out and submitted: _____ By whom: _____

Mail to: WEA Membership Dept., P.O. Box 9100 Federal Way, WA 98063-9100, or Fax to 253-765-7110
or e-mail the information to: member.records@washingtonea.org.

NEA Complimentary Life Insurance (formerly DUES-TAB)

- Up to \$1,000 in life insurance protection.
- Up to \$5,000 in regular accidental death and dismemberment benefits.
- \$50,000 in accidental death and dismemberment benefits that cover you while on the job or serving as an Association leader.
- \$150,000 in accidental death benefits for eligible members who are victims of death by homicide while at work.

NEA Introductory Term Life Insurance For New Members Only

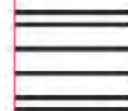
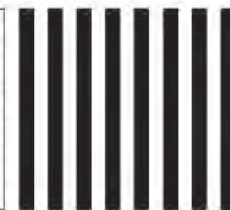
- Benefit began September 1, 2008.
- \$15,000 of term life insurance for 12 months—at no cost to the member.
- Eligible to continue at the end of the 12 month period at low members-only rates. Acceptance guaranteed.

FIRST FOLD IN THIRDS AND APPLY ADHESIVE STRIP HERE

NEA Complimentary Life Insurance

NEA Introductory Term Life Insurance Exclusively for New Members

NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES



BUSINESS REPLY MAIL

FIRST-CLASS MAIL PERMIT NO. 1500 ANNAPOLIS JUNCTION, MD

POSTAGE WILL BE PAID BY ADDRESSEE

NATIONAL EDUCATION ASSOCIATION
PO BOX 261
ANNAPOLIS JUNCTION MD 20797-0140





NEA Complimentary Life InsuranceSM / NEA Introductory Term Life InsuranceSM REGISTRATION FORM

These programs are provided at no cost to eligible members by the NEA Members Insurance Trust. To help us administer these programs, please complete this form in its entirety, then fold, seal and mail. No postage necessary.

MEMBER NAME—LAST FIRST MI

RESIDENCE—STREET

CITY STATE ZIP

PHONE DATE OF BIRTH SOCIAL SECURITY NUMBER (LAST 4 DIGITS) Gender
AREA CODE - - M M - D D - Y Y Y Y ☐ Male ☐ Female

Home e-mail address Please provide your home e-mail address to receive information and updates about NEA MB programs, Web Site offers and giveaways.

BENEFICIARY: Please name your beneficiary:

LAST NAME FIRST MI

BENEFICIARY ADDRESS—STREET

CITY STATE ZIP

RELATIONSHIP (To Member)

BENEFICIARY E-MAIL ADDRESS

By signing this form, I am designating the beneficiary listed above for both plans as applicable. I understand that only first-year members are eligible for the NEA Introductory Term Life Insurance.

X

Member's Signature

Date

Mail to: National Education Association
PO Box 261
Annapolis Junction, MD 20797-0140

If a beneficiary is not named, any amount of insurance at your death will be paid to the first surviving beneficiary class as listed in the following order:

1. Spouse 2. Children 3. Parents 4. Siblings 5. Estate

To name more than one beneficiary, call toll free 1-800-637-4636.

Number of children age 22 or younger dependent on you
for support: ☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 or more

Children's Year of Birth
1st Child 2nd Child 3rd Child 4th Child

Marital Status

☐ Single ☐ Married ☐ Domestic Partner
☐ Divorced/Separated/Widow

Are you the major wage earner in the household?

☐ Yes ☐ No

Household Income Range?

☐ \$29,999 or below ☐ \$70,000 - 99,999
☐ \$30,000 - 39,999 ☐ \$100,000 - 124,999
☐ \$40,000 - 49,999 ☐ \$125,000 - 149,999
☐ \$50,000 - 59,000 ☐ \$150,000 and above
☐ \$60,000 - 69,999

ADDITIONAL REGISTRATION OPTION

- ✓ Go to neamb.com/insurance and register as an NEA Member.
- ✓ Click on "NEA Complimentary Life Insurance" to Name Your Beneficiary.

Of course, you can always Name Your Beneficiary by contacting the NEA Member Service Center toll-free at 1-800-637-4636, Monday-Friday from 8:00 a.m. to 8:00 p.m. (EST).

DTFF-1718