



WEA
WASHINGTON
EDUCATION
ASSOCIATION

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

To: Employer Payroll Officers
cc: Local Affiliates

From: Tom Baier, Supervisor of Membership Systems and
the 28 WEA Staff Membership Contacts throughout the state

Date: August 2019

Topic: 2019-20 Annual Membership Dues Amounts and Reports

Please carefully review this message and consult the *Membership Enrollment Guide* for additional information, including NEA, WEA and UniServ rates for all membership categories.

Dues Collection – IMPORTANT

Thank you for your ongoing partnership. Implementation of the new dues collection system in fall of 2017 was challenging for all of us, and WEA staff are extremely grateful for your support throughout the process. You played an essential role in these successful changes, and we look forward to working with each of you in the coming year. Please note these important reminders and requests as we start the new year.

- 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 credit adjustments can never be processed through Payroll Deduction. Please inform your Membership Contact if a WEA-PAC credit is required for a member.
- Using your credentials, please continue to download the invoice and payment coupon from the secure billing site at <https://billing.nea.org/billing/wea/>
- Please use that same site to upload a receipt file that shows the amount paid by each employee, preferably in Excel or csv format.
- Please include the payment coupon (noting the amounts for dues, WEA-PAC and NEA-FCPE) with your check remittance to:

WEA Payroll Deductions
PO Box 24581
Seattle, WA 98124-0581
- Please do not send detailed, paper, receipt-file information with your check and payment coupon – upload document(s) to the billing site instead.

- A simplified step-by-step guide to WEA dues collection for Payroll Officers is available at: http://action.washingtonea.org/images/WEA_Dues_collection_for_PROs.pdf

Resignations - IMPORTANT

If Association Members contact you about discontinuing dues deductions or resigning from their union, please direct them to WEA at 253-765-7190 or nonmemberinfo@washingtonea.org. A membership resignation must be submitted directly to WEA by the member to be valid, as the membership agreement is between the union and the member.

Non-Member Administration – ACTION NEEDED

Please DO NOT deduct any dues/fees from non-members. Be sure all new district staff who join the union have provided a signed enrollment form.

Enclosed is a listing of non-members we are aware of in represented bargaining units. If you possess a signed membership enrollment form for any of the people on this list, or if any of them are no longer employed, please let your Membership Contact know.

Please work collaboratively with your Membership Contact to provide information about non-members represented by WEA affiliates. WEA and its affiliates have a right to basic personal information about all represented employees.

Membership Enrollment Guide – ACTION NEEDED

The Membership Enrollment Guide should be downloaded and used by anyone responsible for membership procedures including dues collection. It contains important information about dues amounts, policies, procedures and contacts. The current version is available online at the link below:

www.washingtonea.org/enrollguide

Local Dues Notification – ACTION NEEDED

Attached is a chart showing the LOCAL-level dues rates/structure for locals in your district. If you have updated information, please call the WEA Federal Way office right away, or send an email to member.records@washingtonea.org.

If new-year rates are not received by August 16, members and employers will be invoiced for September 2019 at the 2018-19 rates, and the next opportunity to change Local dues rates will be in September 2020 (for the 2020-21 membership year). It is not possible to make mid-year dues rate changes.

If the Local Affiliate has not informed you of changes, Local dues rates should be deducted at the same rate and structure as on the attached chart.

Work Location Listing – ACTION NEEDED

Enclosed is a list of the Work Locations (school buildings and other administrative sites where WEA members work). We would greatly appreciate any additions or updates that you can provide. Please send any changes to member.records@washingtonea.org

Higher Education members are now on a different dues schedule than PK-12 – ADVISORY – (Higher Education Locals and Employers)

A new membership subclass and a distinct dues chart was approved by the WEA Board and WEA Representative Assembly in April. Prior to the 2019-20 membership year, faculty members employed in Higher Education paid the same rates as those members of comparable FTE employed in PK-12. Please note the new, separate chart attached.

WEA-PAC Payroll Deduction – No Change

Payroll deduction for WEA-PAC membership is available in all PK-12 locals. Payroll deduction for WEA-PAC is not currently available for Higher Education members. The only WEA-PAC payroll deduction amount is \$2.25 per month (\$27.00 per year if paid for all 12 months). The payroll deduction amount is never retroactive or pro-rated; Members pay \$2.25 per month no matter what time of year they sign up. Contributions to WEA-PAC are voluntary and only WEA Members are eligible. Employers must possess a signed authorization before any PAC deductions can take place.

WEA-PAC credit adjustments can never be processed through Payroll. Please inform your Membership Contact if a WEA-PAC credit is required for a member.

WEA-PAC Membership is also available in other amounts payable by check, credit card, cash or Easy Pay (Electronic Funds Transfer). Membership forms are available from your Local, Council or WEA. Members should fill out the form and return it with payment or account information to an association building rep, local officer, or mail it directly to WEA.

Please see the enclosed information sheet and contact your WEA Staff Membership Contact for additional information. Questions about WEA-PAC may also be directed to the WEA Public Policy Department at 800-622-3393, x-007100.

NEA FCPE – No Change

The NEA Fund for Children and Public Education (NEA-FCPE - formerly NEA-PAC) is a voluntary contribution and requires a signed authorization. Once signed, a NEA-FCPE authorization remains valid until revoked in writing and is continuous from year to year. Any signed "NEA-PAC" forms that have not been otherwise revoked remain valid for NEA-FCPE. Do not deduct NEA-FCPE contributions for any Non-Members, or from employees of Community Colleges, Universities, or Vocational/Technical Colleges.

NEA Life Members – No Change

If our records show that there are NEA Life Members (Membership class/subclass AC-7) in this unit, a roster is attached. No NEA dues should be deducted for these employees, but other association dues should still be collected. Unless specifically authorized by a WEA Membership Contact, only those people on the attached rosters are eligible for this type of reduction in NEA dues. To qualify, individuals must have enrolled in this type of membership prior to 1974.

Membership Forms Flow – No Change

Please remember to promptly send the WEA copy (white copy) of the Enrollment Form and other instruments *directly to the WEA Membership Contact assigned to each local*. This listing appears in the Enrollment Guide each year. This person's work location is usually the UniServ office, not WEA HQ.

Additional Information

You should continue to coordinate all dues collection with officers or staff of the Local Affiliate representing each bargaining unit and your WEA Membership Contact (listed in the *Enrollment Guide*), who coordinates all dues collection, data entry, record maintenance and reporting as the official association membership representative for WEA-represented employees in your bargaining units.

WEA is grateful for your assistance not only in accurate dues collection, but also in providing information and feedback to us regarding our members and the enrollment and dues process. I hope that you will contact a Local Affiliate officer, your designated WEA Membership Contact or me if you need additional clarification on WEA policies and procedures.



2019-20 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	\$196.00	\$16.33	\$17.82	\$19.60
	WEA	\$511.00	\$42.58	\$46.45	\$51.10
0.51 - 0.75 FTE	NEA	\$196.00	\$16.33	\$17.82	\$19.60
	WEA	\$383.50	\$31.96	\$34.86	\$38.35
0.26 - 0.50 FTE	NEA	\$109.50	\$9.13	\$9.95	\$10.95
	WEA	\$255.50	\$21.29	\$23.23	\$25.55
0.25 or less FTE	NEA	\$66.50	\$5.54	\$6.05	\$6.65
	WEA	\$128.00	\$10.67	\$11.64	\$12.80

PLUS Assessment and optional funds

Do not deduct Community Outreach, NEA FCPE or WEA-PAC from Non-Members

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 amount)	\$27.00	\$2.25	\$2.25	\$2.25

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



2019-20 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	\$196.00	\$16.33	\$17.82	\$19.60
	WEA	\$459.00	\$38.25	\$41.73	\$45.90
0.51 - 0.75 FTE	NEA	\$196.00	\$16.33	\$17.82	\$19.60
	WEA	\$344.50	\$28.71	\$31.32	\$34.45
0.26 - 0.50 FTE	NEA	\$109.50	\$9.13	\$9.95	\$10.95
	WEA	\$229.50	\$19.13	\$20.86	\$22.95
0.25 or less FTE	NEA	\$66.50	\$5.54	\$6.05	\$6.65
	WEA	\$115.00	\$9.58	\$10.45	\$11.50

PLUS Assessment

Community Outreach (required)	\$12.00	\$1.00	\$1.09	\$1.20
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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.



2019-20 Association Dues

Monthly Rates

Education Support Professionals (ESP)

Active Members

		Annual Amount	Monthly rate / No. of Deductions		
			12	11	10
NEA Dues					
0.51 - 1.00 FTE	NEA	\$119.50	\$9.96	\$10.86	\$11.95
0.26 - 0.50 FTE	NEA	\$71.50	\$5.96	\$6.50	\$7.15
0.25 or less FTE	NEA	\$47.50	\$3.96	\$4.32	\$4.75
PLUS WEA Dues					
\$47,000.01 and above	WEA	\$446.00	\$37.17	\$40.55	\$44.60
\$35,000.01 to \$47,000.00	WEA	\$401.50	\$33.46	\$36.50	\$40.15
\$27,000.01 to \$35,000.00	WEA	\$297.50	\$24.79	\$27.05	\$29.75
\$22,000.01 to \$27,000.00	WEA	\$200.50	\$16.71	\$18.23	\$20.05
\$17,000.01 to \$22,000.00	WEA	\$100.50	\$8.38	\$9.14	\$10.05
\$12,000.01 to \$17,000.00	WEA	\$50.00	\$4.17	\$4.55	\$5.00
\$12,000.00 and below	WEA	\$25.00	\$2.08	\$2.27	\$2.50

PLUS Assessment and optional funds

Do not deduct Community Outreach, NEA FCPE or WEA-PAC from Non-Members

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 amount)	\$27.00	\$2.25	\$2.25	\$2.25

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



2019-20 Association Dues

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

		<u>Annual</u>		<u>Daily Rate - 90 Days</u>	
Certificated Substitutes	NEA	\$66.50		\$0.74	
	WEA	\$64.00		\$0.71	
	Community Outreach	\$12.00	\$142.50	\$0.13	\$1.58
ESP Substitutes	NEA	\$47.50		\$0.53	
	WEA	\$50.00		\$0.56	
	Community Outreach	\$12.00	\$109.50	\$0.13	\$1.22
				<u>Quarterly Rate</u>	
Part-Time Higher Education	NEA	\$66.50		\$22.17	
	WEA	\$57.50		\$19.17	
	Community Outreach	\$12.00	\$136.00	\$4.00	\$45.34
ESP Extracurricular	NEA	\$47.50			
	WEA	\$25.00			
	Community Outreach	\$12.00	\$84.50		

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

**UniServ Dues Rates
2019-20
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	\$ 196.00	\$ 196.00	\$ 109.50	\$ 66.50	\$ 66.50	
WEA	\$ 511.00	\$ 383.50	\$ 255.50	\$ 128.00	\$ 64.00	
WEA Community Outreach	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	required
<u>UniServ Council</u>						
Kent	\$ 498.88	\$ 374.16	\$ 249.44	\$ 124.72	\$ 166.29	Includes Local
Lake Washington	\$ 142.00	\$ 142.00	\$ 71.00	\$ 71.00	\$ 71.00	Local is additional
North Central WEA	\$ 190.00	\$ 142.50	\$ 95.00	\$ 47.50		
Pilchuck	\$ 188.00	\$ 141.00	\$ 94.00	\$ 47.00	\$ 47.00	
Puget Sound	\$ 155.00	\$ 155.00	\$ 77.50	\$ 77.50		
Rainier	\$ 124.00	\$ 124.00	\$ 62.00	\$ 62.00	\$ 124.00	
Seattle	\$ 539.00	\$ 404.00	\$ 270.00	\$ 135.00	\$ 180.00	Includes Local
Soundview	\$ 153.42	\$ 115.07	\$ 76.71	\$ 38.36		
Spokane	\$ 340.00	Tiered by tenths of FTE from 0.1 to 0.9				Includes Local
Summit	\$ 220.49	\$ 180.37	\$ 140.25	\$ 100.12	\$ 40.12	
Tacoma	\$ 454.73	\$ 341.05	\$ 227.37	\$ 113.68	\$ 151.20	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	\$ 321.00	\$ 240.75	\$ 160.50	\$ 80.25	\$ 80.25	
WEA Eastern Wash	\$ 183.42	\$ 137.57	\$ 91.71	\$ 45.86	\$ 22.93	
WEA Fourth Corner	\$ 265.00	\$ 199.00	\$ 132.50	\$ 66.50	\$ 33.00	
WEA Lower Columbia	\$ 269.79	\$ 202.34	\$ 134.90	\$ 67.45	\$ 67.45	
WEA Mid-State	\$ 204.00	\$ 153.00	\$ 102.00	\$ 51.00		
WEA Olympic	\$ 153.00	\$ 114.75	\$ 76.50	\$ 38.25	\$ 18.00	
WEA Riverside	\$ 200.00	\$ 150.00	\$ 100.00	\$ 50.00	\$ 50.00	
WEA Sammamish	\$ 143.00	\$ 107.25	\$ 71.50	\$ 35.75	\$ 71.50	
WEA Southeast	\$ 183.00	\$ 137.25	\$ 91.50	\$ 45.75		
PLUS Local Dues for each category as specified by each Local Affiliate						

**UniServ Dues Rates
2019-20
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)							
NEA	\$ 16.33	\$ 16.33	\$ 9.13	\$ 5.54			
WEA	\$ 42.58	\$ 31.96	\$ 21.29	\$ 10.67			
WEA Community Outreach	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00		required	
UniServ Council						Per Day	
Kent	\$ 41.57	\$ 31.18	\$ 20.79	\$ 10.39	\$ 1.85		
Lake Washington	\$ 11.83	\$ 11.83	\$ 5.92	\$ 5.92			
North Central WEA	\$ 15.83	\$ 11.88	\$ 7.92	\$ 3.96			
Pilchuck	\$ 15.67	\$ 11.75	\$ 7.83	\$ 3.92	\$ 0.52		
Puget Sound	\$ 12.92	\$ 12.92	\$ 6.46	\$ 6.46			
Rainier	\$ 10.33	\$ 10.33	\$ 5.17	\$ 5.17	\$ 1.38		
Seattle	\$ 44.92	\$ 33.67	\$ 22.50	\$ 11.25	\$ 2.00		
Soundview	\$ 12.79	\$ 9.59	\$ 6.39	\$ 3.20			
Spokane	\$ 28.33	Contact Spokane EA for rates					
Summit	\$ 18.37	\$ 15.03	\$ 11.69	\$ 8.34	\$ 0.45		
Tacoma	\$ 37.89	\$ 28.42	\$ 18.95	\$ 9.47	\$ 1.68		
Vancouver	\$ 30.67	\$ 23.00	\$ 15.33	\$ 7.67			
WEA Cascade	\$ 14.83	\$ 11.13	\$ 7.42	\$ 3.71	\$ 0.49		
WEA Chinook	\$ 26.75	\$ 20.06	\$ 13.38	\$ 6.69	\$ 0.89		
WEA Eastern Wash	\$ 15.29	\$ 11.46	\$ 7.64	\$ 3.82	\$ 0.25		
WEA Fourth Corner	\$ 22.08	\$ 16.58	\$ 11.04	\$ 5.54	\$ 0.37		
WEA Lower Columbia	\$ 22.48	\$ 16.86	\$ 11.24	\$ 5.62	\$ 0.75		
WEA Mid-State	\$ 17.00	\$ 12.75	\$ 8.50	\$ 4.25			
WEA Olympic	\$ 12.75	\$ 9.56	\$ 6.38	\$ 3.19	\$ 0.20		
WEA Riverside	\$ 16.67	\$ 12.50	\$ 8.33	\$ 4.17	\$ 0.56		
WEA Sammamish	\$ 11.92	\$ 8.94	\$ 5.96	\$ 2.98	\$ 0.79		
WEA Southeast	\$ 15.25	\$ 11.44	\$ 7.63	\$ 3.81			
PLUS Local Dues for each category as specified by each Local Affiliate							

**UniServ Dues Rates
2019-20
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	\$ 196.00	\$ 196.00	\$ 109.50	\$ 66.50	\$ 66.50	
WEA	\$ 459.00	\$ 344.50	\$ 229.50	\$ 115.00	\$ 57.50	
WEA Community Outreach	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	\$ 12.00	required
<u>UniServ Council</u>						
North Central WEA	\$ 190.00	\$ 142.50	\$ 95.00	\$ 47.50	\$ 47.50	
Rainier	\$ 124.00	\$ 124.00	\$ 62.00	\$ 62.00	\$ 62.00	
WEA Eastern Wash	\$ 183.42	\$ 137.57	\$ 91.71	\$ 45.86	\$ 22.93	
WEA Fourth Corner	\$ 265.00	\$ 199.00	\$ 132.50	\$ 66.50		
WEA Lower Columbia	\$ 269.79	\$ 202.34	\$ 134.90	\$ 67.45	\$ 67.45	
WEA Olympic	\$ 153.00	\$ 114.75	\$ 76.50	\$ 38.25	\$ 18.00	
WEA Riverside	\$ 200.00	\$ 150.00	\$ 100.00	\$ 50.00	\$ 50.00	
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
2019-20
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	
MONTHLY RATES (10 months)						
NEA	\$ 19.60	\$ 19.60	\$ 10.95	\$ 6.65		
WEA	\$ 45.90	\$ 34.45	\$ 22.95	\$ 11.50		
WEA Community Outreach	\$ 1.20	\$ 1.20	\$ 1.20	\$ 1.20		required
UniServ Council						
North Central WEA	\$ 19.00	\$ 14.25	\$ 9.50	\$ 4.75		
Rainier	\$ 12.40	\$ 12.40	\$ 6.20	\$ 6.20		
WEA Eastern Wash	\$ 18.34	\$ 13.76	\$ 9.17	\$ 4.59		
WEA Fourth Corner	\$ 26.50	\$ 19.90	\$ 13.25	\$ 6.65		
WEA Lower Columbia	\$ 26.98	\$ 20.23	\$ 13.49	\$ 6.75		
WEA Olympic	\$ 15.30	\$ 11.48	\$ 7.65	\$ 3.83		
WEA Riverside	\$ 20.00	\$ 15.00	\$ 10.00	\$ 5.00		
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
2018-19
ESP Employees**

Expected annual salary	\$47,000.01 and above	\$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	Subs	Extra curricular
OD	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	\$ 119.50								
0.26 - 0.50 FTE	\$ 71.50								
0.25 or less FTE	\$ 47.50								
WEA	\$ 446.00	\$ 401.50	\$ 297.50	\$ 200.50	\$ 100.50	\$ 50.00	\$ 25.00	\$ 50.00	\$ 25.00
WEA Community Outreach	\$ 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	\$ 190.00	\$ 190.00	\$ 142.50	\$ 95.00	\$ 95.00	\$ 71.25	\$ 47.50		
Pilchuck	\$ 141.00	\$ 141.00	\$ 105.75	\$ 105.75	\$ 70.50	\$ 35.25	\$ 35.25		\$ 35.25
Puget Sound	\$ 132.00	\$ 99.00	\$ 99.00	\$ 66.00	\$ 66.00	\$ 49.50	\$ 33.00		
Rainier	\$ 124.00	\$ 124.00	\$ 99.00	\$ 81.00	\$ 62.00	\$ 43.00	\$ 25.00		
Seattle	\$ 416.00	\$ 361.00	\$ 305.00	\$ 251.00	\$ 195.00	\$ 139.00	\$ 84.00	\$ 56.00	
Soundview	\$ 82.89	\$ 72.31	\$ 54.67	\$ 43.21	\$ 34.39	\$ 25.57	\$ 21.16		
Spokane	\$ 272.00	\$ 272.00	\$ 204.00	\$ 170.00	\$ 136.00	\$ 102.00	\$ 68.00		
Summit	\$ 184.49	\$ 168.44	\$ 130.99	\$ 96.22	\$ 60.11	\$ 42.06	\$ 33.07	\$ 9.07	
Tacoma	\$ 454.73	\$ 409.26	\$ 303.15	\$ 204.63	\$ 102.31	\$ 51.16	\$ 25.69		
WEA Cascade	\$ 178.00	\$ 178.00	\$ 133.50	\$ 89.00	\$ 67.00	\$ 44.50	\$ 22.50		\$ 10.00
WEA Chinook	\$ 321.00	\$ 240.75	\$ 160.50	\$ 80.25	\$ 40.25	\$ 20.00	\$ 10.00		\$ 10.00
WEA Eastern Wash	\$ 137.57	\$ 137.57	\$ 91.71	\$ 91.71	\$ 45.86	\$ 45.86	\$ 23.84	\$ 23.84	
WEA Fourth Corner	\$ 159.00	\$ 143.00	\$ 106.00	\$ 71.50	\$ 36.00	\$ 18.00	\$ 9.00		
WEA Lower Columbia	\$ 120.02	\$ 120.02	\$ 90.02	\$ 90.02	\$ 60.01	\$ 60.01	\$ 30.01	\$ 30.01	
WEA Mid-State	\$ 159.00	\$ 155.00	\$ 132.00	\$ 93.00	\$ 54.50	\$ 19.50	\$ 12.50		
WEA Olympic	\$ 137.70	\$ 137.70	\$ 114.75	\$ 76.50	\$ 38.25	\$ 19.13	\$ 9.56	\$ 18.00	\$ 18.00
WEA Riverside	\$ 200.00	\$ 180.00	\$ 133.33	\$ 90.00	\$ 45.00	\$ 22.50	\$ 11.30		\$ 11.30
WEA Sammamish	\$ 143.00	\$ 128.70	\$ 95.33	\$ 64.35	\$ 32.18	\$ 16.09	\$ 8.08		
WEA Southeast	\$ 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
2018-19
ESP Employees**

Expected annual salary	\$47,000.01 and above	\$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	Subs	Extra curricular
OD	207	206	205	204	203	202	201	1	123
MONTHLY RATES (12 month deduction)									
NEA - based on FTE regardless of salary									
0.51 - 1.00 FTE	\$ 9.96								
0.26 - 0.50 FTE	\$ 5.96								
0.25 or less FTE	\$ 3.96								
WEA	\$ 37.17	\$ 33.46	\$ 24.79	\$ 16.71	\$ 8.38	\$ 4.17	\$ 2.08		
WEA Community Outreach	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00	\$ 1.00		
UniServ Council									
North Central WEA	\$ 15.83	\$ 15.83	\$ 11.88	\$ 7.92	\$ 7.92	\$ 5.94	\$ 3.96		
Pilchuck	\$ 11.75	\$ 11.75	\$ 8.81	\$ 8.81	\$ 5.88	\$ 2.94	\$ 2.94		
Puget Sound	\$ 11.00	\$ 8.25	\$ 8.25	\$ 5.50	\$ 5.50	\$ 4.13	\$ 2.75		
Rainier	\$ 10.33	\$ 10.33	\$ 8.25	\$ 6.75	\$ 5.17	\$ 3.58	\$ 2.08		
Seattle	\$ 34.67	\$ 30.08	\$ 25.42	\$ 20.92	\$ 16.25	\$ 11.58	\$ 7.00		
Soundview	\$ 6.91	\$ 6.03	\$ 4.56	\$ 3.60	\$ 2.87	\$ 2.13	\$ 1.76		
Spokane	\$ 22.67	\$ 22.67	\$ 17.00	\$ 14.17	\$ 11.33	\$ 8.50	\$ 5.67		
Summit	\$ 15.37	\$ 14.04	\$ 10.92	\$ 8.02	\$ 5.01	\$ 3.51	\$ 2.76		
Tacoma	\$ 37.89	\$ 34.11	\$ 25.26	\$ 17.05	\$ 8.53	\$ 4.26	\$ 2.14		
WEA Cascade	\$ 14.83	\$ 14.83	\$ 11.13	\$ 7.42	\$ 5.58	\$ 3.71	\$ 1.88		
WEA Chinook	\$ 26.75	\$ 20.06	\$ 13.38	\$ 6.69	\$ 3.35	\$ 1.67	\$ 0.83		
WEA Eastern Wash	\$ 11.46	\$ 11.46	\$ 7.64	\$ 7.64	\$ 3.82	\$ 3.82	\$ 1.99		
WEA Fourth Corner	\$ 13.25	\$ 11.92	\$ 8.83	\$ 5.96	\$ 3.00	\$ 1.50	\$ 0.75		
WEA Lower Columbia	\$ 10.00	\$ 10.00	\$ 7.50	\$ 7.50	\$ 5.00	\$ 5.00	\$ 2.50		
WEA Mid-State	\$ 13.25	\$ 12.92	\$ 11.00	\$ 7.75	\$ 4.54	\$ 1.63	\$ 1.04		
WEA Olympic	\$ 11.48	\$ 11.48	\$ 9.56	\$ 6.38	\$ 3.19	\$ 1.59	\$ 0.80		
WEA Riverside	\$ 16.67	\$ 15.00	\$ 11.11	\$ 7.50	\$ 3.75	\$ 1.88	\$ 0.94		
WEA Sammamish	\$ 11.92	\$ 10.73	\$ 7.94	\$ 5.36	\$ 2.68	\$ 1.34	\$ 0.67		
WEA Southeast	\$ 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									



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Forms and Publications Request

<u>Forms</u>	<u>Quantity</u>	<u>Publications</u>	<u>Quantity</u>
Enrollment Forms	_____	Help Your Child Learn – Youngsters	_____
Dues Distribution Forms	_____		
Cash Dues Distribution Forms	_____	Help Your Child Learn – Tweens	_____
WEA-PAC / NEA FCPE Payroll Deduction Authorization Forms	_____	Help Your Child Learn – Spanish	_____
WEA-PAC / NEAFCPE (EFT/ Credit / Cash)	_____	WE Are WEA peechee folder	_____
		WE Are WEA Brochure (locker artwork)	_____
		NEA/WEA Interest Card	_____
		What's In It For Me	_____

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