

CLASSIFIED EMPLOYEES' ASSOCIATION EXECUTIVE BOARD GUIDELINE

GUIDELINE #09: DUES

1. GENERAL

The Classified Employees' Association (CEA) Executive Board is responsible for management and fiscal duties specified in Article IV of the CEA Bylaws.

2. NATIONAL DUES

The national dues are calculated as a percentage of the national average ESP salary with additional adjustments made based on action by the Representative Assembly. NEA-Alaska provides a detailed dues breakdown (~~sample attached~~) in the spring after Representative Assembly of each year for dues for the ~~next year~~ current school year.

3. STATE DUES

The state dues are calculated as a percentage of the state average ESP salary with additional adjustments made based on action by the Delegate Assembly. NEA-Alaska provides a detailed dues breakdown (~~sample attached~~) in the spring summer of each year for dues for the ~~next year~~ current school year.

4. LOCAL DUES

CEA local dues are set by member action at a General Membership meeting.

5. DUES WITHHOLDING

Dues are withheld from all classified employees (except exempt) by the District Payroll Department for ~~sixteen (16)~~ eighteen (18) pay periods between ~~October~~ September and May of each year.

6. DUES NOTIFICATION

Prior to the ~~end~~ beginning of a school year the CEA President will prepare a letter (~~sample attached~~) announcing dues for the ~~coming~~ current school year. This letter will be sent to ~~all members and to the District Personnel and Payroll Departments~~ and published in the CEA newsletter.

7. AGENCY FEE PAYERS

There are four (4) types of Agency fee payers (see more detail below). According to our Negotiated Agreement, every classified employee (except exempt) is required to pay either dues or a fee for fair representation. The amount of the fee varies depending upon the type of fee payer; however, no fee payer is required to pay to the Political Action Committee for Education (PACE). CEA is responsible for refunding PACE dues withheld to Basic fee payers only. Fee payers have no voting or decision making rights in CEA. Fee payers receive a Hudson Packet from NEA-Alaska each fall.

- A. Basic. Does not return Hudson Packet correspondence. Pays regular dues minus the PACE refund which is made by CEA after the last payroll deduction of the school year.

- B. Option 1. Returns the Hudson Packet correspondence but does not contest the chargeable dues rate established by the independent auditor. NEA-Alaska returns the difference between the chargeable dues and the dues withheld to the fee payer.
- C. Option 2. Returns the Hudson packet correspondence and contests the chargeable dues rate established by the independent auditor. An arbitration is held to determine a fair chargeable dues rate. NEA-Alaska returns the difference between the arbitration chargeable dues and the dues withheld to the fee payer.
- D. Religious Objector. This type of fee payer requires special application and approval. Dues are also handled differently. Additional information is available from NEA-Alaska staff.

Adopted as policy this ____ day of _____, _____.

Lorie S. Miner, President

Chris Sawyer, Secretary