

Membership Matters

Important Information about OEA Membership

As an employee of your school district you are covered by the provisions of the collective bargaining agreement that was negotiated for you and everyone in the bargaining unit by your colleagues (OEA members). **Withdrawal of your "active membership" changes your status to "fair share fee-payer."**

As a "fair share fee-payer" you must continue to pay "chargeable" union fees that support collective bargaining, but **you will NOT be entitled to important benefits** of OEA membership, including:

1. Full legal representation
2. Liability insurance
3. Product and travel discounts; and
4. A voice in determining education policy decisions for your Union (you do not get to vote on contracts, cannot hold local office, etc.).

The benefits of being an ACTIVE MEMBER are:

LEGAL PROTECTION

Every member has the right to use OEA legal services if they are involved in employment related legal issues with their school district. OEA members can also have OEA attorneys represent them if the individual is brought up on charges before Teacher Standards and Practices Commission (TSPC). **Fair share fee payers do NOT have that service.** If an active member is accused of employment related illegal activity, an OEA attorney can assist them in dealing with the police and courts. Fair share fee payers do not receive this type of service.

\$1 MILLION INSURANCE

Members of OEA/NEA have access to a \$1 million liability insurance policy (civil complaints) and a \$35,000 defense

for employment related criminal activity that fair share fee payers do not have access to. Recently, a non-member teacher in Salem was accused of improperly touching a student. The cost of his attorney representing him just to get to trial was over \$40,000. The teacher pled guilty to a lesser charge and lost his teaching license. If he had been an OEA member and been found innocent, he would've been reimbursed \$35,000 by the liability policy.

SAVINGS & DISCOUNTS

NEA offers a wide variety of services and products that are available only to NEA members. Local and OEA membership are precursors to NEA membership. Magazine subscriptions, money market funds, reduced term life insurance premiums, and many other services are available to members only.

A VOICE IN YOUR JOB

By being an active member of your Association, you are joining with fellow professional educators to be a collective voice for your students, your profession and the future of our public schools.

A VOICE IN YOUR UNION

Only active members can hold office, vote in local elections or have a say in setting the priorities, policies and future of the OEA. If you are considering becoming a "fair share" member because you disagree with a position the organization has taken on an issue, remember: only active members can influence the position taken by the Local Association - and OEA and NEA, as well. Your Union is a democracy and all policy positions are determined directly by the membership. It's important to note that support of political candidates is not taken from your dues money. Money to support candidates comes from a voluntary fund that members may contribute to if they wish.

If you want your voice to be heard, become an active member today.

IT'S NOT TOO LATE! Join the Oregon Education Association as an ACTIVE MEMBER, and receive these important benefits — and more! Call the OEA Membership Department at 503-684-3300 to join.

Comparison of Active Association Membership vs. Fair Share Fee Payer Status

What Active OEA Membership Provides

	ACTIVE MEMBER	FAIR SHARE FEE PAYER
Coverage by a \$1 million educator's liability insurance policy for civil claims arising from your employment.	✓	—
Coverage by insurance that will reimburse attorney fees for successful defense of a criminal charge arising from your employment.	✓	—
Right to an attorney for employment-related cases outside the CBA (TSPC, FDAB, other state agencies).	✓	case-by-case basis
Right to run for elected office in your Local Association/OEA/NEA.	✓	—
Right to be elected as a delegate to the state and national representative assemblies where state and national association policy is made.	✓	—
Right to change the organization's direction and purpose by exercising your voting rights and privileges.	✓	—
NEA Complimentary Life Insurance (no cost).	✓	—
Access to merchandise and service discounts for auto and home insurance, travel, credit cards, etc.	✓	—
PAYS OEA DUES (Members) OR FEE (Fair Share Payers)	✓	✓

NOTE: Association dues do not pay for support of political candidates. Active members may contribute to a voluntary fund to support candidates.