

Why Your OEA Membership Matters

Your membership is buoyed by the power of a collective voice that works to ensure the general good and fulfill the promise of a strong and healthy middle class.

As attacks against unions and public education intensify, our biggest asset is the solidarity of OEA members.

Better pay, wider access to affordable health coverage, safer working conditions and retirement security are just some of the obvious benefits of union membership.

The U.S. Bureau of Labor Statistics, for example, has determined that union workers are paid \$200 more than the weekly median pay of non-union workers performing the same job. Unionized workers are also 28 percent more likely to be covered by employer-provided health insurance and 54 percent more likely to have employer-provided pensions, according to the Economic Policy Institute.

Yet even more fulfilling is the opportunity to have your voice, your opinion and your values heard, shared and put to work to improve society and pave the way for a better future for generations to come.

OEA members are always there to help their students, schools and communities, volunteering their time, raising money and donating goods to help those in need.

In turn, your union supports your rights on the job, political voice, professional learning and personal and financial well being.



OEA Dues Dollars at Work

Your OEA dues are invested in programs that support a wide variety of benefits to you.

At the state level, your OEA dues dollars provide you the resources to lobby for your interests in the state legislature and to work with statewide coalitions that are helping shape the future for our profession in Ohio.

OEA dues dollars support the UniServ staffing program that provides assistance in bargaining and contract enforcement at the local level.

ESTIMATED NON-DEDUCTIBLE PORTION OF YOUR 2018-2019 OEA DUES

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

Lobby expenses paid or incurred as part of membership dues cannot be deducted from your income taxes. The amount of the OEA membership dues attributable to lobby expenses is estimated to be 12 percent. The actual deductible dues dollars for the 2018 calendar year will be reported in the January 2019 issue of *Ohio Schools* for all levels of membership.

Delegates at the OEA Spring 2018 RA voted and approved the 2018-2019 OEA budget which includes projected expenditures of the 2018-2019 dues dollars. Your OEA dues dollars are allocated as follows to provide you with the following projected services:

OEA 2018–2019 BUDGETED DUES.....\$526.00*

Direct assistance to members and local associations \$249.43

Professional assistance to members and affiliates, bargaining assistance, grievance processing, local crisis assistance, political, research, computerized help in bargaining and communications assistance, cost of UniServ staff and UniServ field office operations. On-site organizing assistance to school employees seeking representation rights. Coordination and administration of the organizing plan, promoting membership expansion and membership maintenance; and statewide research assistance.

Advocacy Programs.....\$69.38

Publications to members and leaders; crisis assistance, campaigns, public relations training of leaders, new media activities, and membership recruitment materials; minority involvement and women’s programs; representation before legislative and governmental bodies; costs of informational materials; governmental services and professional development; costs of shipping and mailing informational materials related to these programs.

Education Policy Research & Member Advocacy.....\$11.21

Identifying, clarifying and monitoring educational and professional issues. Influencing policy related to educational and professional issues and initiatives. Communicating educational and professional issues and state and federal initiatives and their impact on public education to staff, leaders and members. Helping to design organizational responses and strategies for dealing with current issues and initiatives; building the professional capacity of members and assisting with school improvement efforts; development of and participation in partnerships to advance organizational goals. Organizing professional and association leadership training cadres, programs and conferences.

Organization Administration.....\$84.58

Business operation, including fiscal programs, taxes, printing and mailing operations, accounting and membership records. Accounting of membership and dues mailing lists and labels, enrollment forms and processing of membership. Headquarters building operations, including taxes, utilities and security.

Association Counsel & Personnel \$48.70

Legal assistance, liability coverage and insurance protection to individual members and local associations in defense of their rights, and legal support for locally negotiated contracts. Legal services to members and local associations are rendered by various attorneys throughout the state. Provides support and training to field staff, other divisions and governance groups. Coordination and administration of the organization’s personnel and pre-entry intern program.

Association Governance.....\$39.88

OEA Representative Assemblies, Executive Committee, Officers, NEA Convention, Committees and Commissions, Appeals Board, Special Committees, Coalitions and task forces.

Association Administration\$12.30

Executive Offices Operations

Contingency.....\$10.52

Funding for Contingency Reserve and Contingency Debt Reduction

**Staff payroll and benefit costs are prorated to service areas. The dues dollars are based on the sum of OEA annual dues of \$447 plus a \$79 UniServ Service Fee.*