

ASSOCIATION VS. AGENCY FEE MEMBERSHIP

According to the contract:

- 1.3 All teachers employed by the Board shall, as a condition of continued employment, either join the Association or pay a service fee to the Association. Said service fee shall be determined by the Association prior to the beginning of each school year.

The Glastonbury Education Association (GEA) is part of the Connecticut Education Association (CEA), which is an organization of professional colleagues dedicated to improving teaching and learning for Connecticut's approximately 500,000 public school students. As a GEA member, you are part of an organization that represents you at the local, state and national level (National Education Association/NEA), which gives you the opportunity for your voice to be heard.

Benefit Description	Association (GEA)	Agency Fee
Receive all legal services offered by NEA, CEA, GEA	Yes	No
Receive services & representation regarding matters described by the courts as "collective bargaining, contract administration and grievance adjustment." Services and representation applies to all contract matters (salaries, insurance, and grievances) and in investigatory meetings called by the administration, i.e. "Weingarten meetings."	Yes	Yes
Receive representation in statutory matters such as investigations by the Department of Children and Families [DCF], termination or non-renewal hearings, workers' compensation or any other administrative hearings	Yes	No
Have the right to actively participate in Association activities, such as meetings, contract ratification, or to hold elective office at either the local, state or national levels	Yes	No
Have the ability to purchase and receive Special Service benefits through CEA and NEA	Yes	No
Receive coverage under the NEA Educators Employment Liability Program	Yes	No
You become part of an organization that represents you at the local, state and national level, giving you the opportunity for your voice to be heard	Yes	No
You become a member of the CEA & NEA	Yes	No
Receive professional development and training, which is often paid for by the GEA	Yes	No
Potential group rate discounts on insurance	Yes	No
Receive retirement planning and annuity options	Yes	No
Receive discounts on a wide variety of special services including car rentals, vacations and hotels, automobile and other major purchase programs, and amusements	Yes	No
Opportunities for special rates for non-job related legal assistance	Yes	No

Below are common questions and responses to those questions concerning Agency Fee
(taken from CEA Leadership Handbook)

1. What is an “Agency Fee”?

An “Agency Fee” is an amount of money charged to non-members for services provided by local, state, and national Associations equal to the cost of collective bargaining, grievance representation and other activities relating to representational activities.

2. Is Agency Fee legal?

Yes, both the Connecticut Supreme Court and the U.S. Supreme Court upheld the legality of Agency Fee. The Connecticut General Assembly created a statute, Section 10-153 a. (b), which specifically permits teacher organizations to negotiate “Service Fee/Agency Fee” clauses.

3. What is the Agency Fee charged by the Association?

Last year, CEA and its local affiliates charged 70% of dues for Agency Fee. NEA charged 44% of its dues. GEA

4. What is the difference in dollars for a person to be an Agency Fee payer rather than a member?

For CEA and NEA the total Agency Fee charge for 2012-2013 was \$418.35. CEA and NEA membership cost was \$664.50, or *approximately \$246.15 more than the Agency Fee*. The GEA fee was \$83.00 for active association members and \$58.10 for Agency Fee payers.

5. How are percentages and dollar amounts determined?

Each year CEA and NEA budgets are audited and analyzed and the amount of money expended on political and ideological activity is deducted from the budgets to determine the percentage and dollar amount used to calculate the Agency Fee. The Agency Fee rate for 2013-2014 will be established in November 2013.