

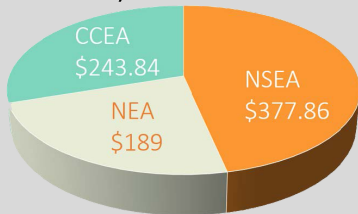
# Use Your Voice, Use Your Vote



## CCEA members-

In a previous member survey distributed last spring, the results showed many of you did not know your CCEA dues are divided between union organizations and how much goes to each.

Currently, you pay \$810.50 annually in member dues. Here's how they are divided today:



The survey also showed most of you were unaware almost half of your membership fees are going to NSEA—or what that means, and how that benefits you as a CCEA member. More importantly, many people including CCEA, don't know how NSEA is spending those dues for you.

## Here's our challenge:

With a freeze of our steps, the District continues to balance its budget on the backs of educators. Currently, we are in arbitration with the District over the frozen steps and our health insurance. This process has required significant resources. Resources are needed to win. Winning means that educators are respected as professionals and paid accordingly.

Your CCEA Board is made up of educators who volunteer their time. They recognize that the challenges we are facing are the 'new norm'. And we expect more of the same next year from CCSD. As a result, we need more resources to meet those challenges.

# Use Your Voice, Use Your Vote

CCEA's Board feels that members already pay a lot in union dues. But as we have explained, over 70% of those dues go to NSEA and NEA. CCEA has increased member dues by only \$.08 in the past six years. NSEA, on the other hand, has increased dues by over \$22.00 during that same timeframe. We have asked NSEA to contribute to the current contract arbitration and other needs. They have refused. In part, that is why we are in court with them. CCEA Board Members believe that more of our dues money should stay with CCEA to serve CCEA members.

## **We are at a crossroad. How do we find the resources to win for you?**

The Board wants input from members on this issue. We need more resources to win for members.

There are only two ways to guarantee CCEA has the money necessary to win what is fair from CCSD. Make your mark by voting today:

<http://bit.ly/CCEAsurvey>

