

WHEN

Oregon is a Fair Share state, which means that even if you don't join, you still have to pay.

Dues are deducted from your paycheck October through June for LCEA, OEA and NEA. LCEA evaluates its dues annually.

The OEA and NEA dues amount is calculated by a formula that depends on the number of hours you work per year and your status as classified or licensed. A portion of your union dues are tax deductible.

You can join anytime by filling out a membership form and giving it to a member of the Executive Board. For details send an email to lcea@oregoned.org.

ABOUT

LCEA is governed by the Executive Board, which is composed of your colleagues who have volunteered and have been elected by the membership.

LCEA is one of the few "wall-to-wall" units in Oregon, meaning both Licensed and Classified are members of the same Union. This is a benefit when negotiating contracts.

**NOW WOULD BE A
GREAT TIME TO JOIN!**

LCEA

1200 Hwy 99 N.
Eugene, OR 97402
www.lcea.net

New Employee Brochure



**Lane
County
Education
Association**

**Proudly Serving
Lane County Schools**

WELCOME TO EMPLOYMENT AT LANE ESD!

This brochure is designed to give you information about being a member of the Lane County Education Association.

WHO

YOU have the opportunity to become a member of the Lane County Education Association (LCEA). As an added bonus you become a member of the Oregon Education Association (OEA) and the National Education Association (NEA).



WHAT

LCEA membership is open to all non-management employees. As a member you will have support and numerous opportunities to:

- be involved in decision making that guides the LCEA and the District.
 - Executive, Negotiation, Input, Contract Maintenance, & Benefits committees
- be a member of an LCEA Community Volunteer Team.
 - Food For Lane County, Relief Nursery Family Closet, & walk/run fund raisers
- receive support from Executive Board members, OEA consultants, and under certain circumstances, OEA legal support.
- be involved in Oregon politics by making a volunteer contribution to People for the Improvement of Education (PIE). The contribution is tax deductible.

WHY

Although the LCEA would still support you and you would be covered by the contract, you would be ineligible for some benefits if you are not a member. Examples include:

- No voice or vote on issues that come before the membership
- No access to OEA legal support
- Ineligible for up to \$250/year in tuition reimbursement
- No ice cream socials, pizza parties, golf, or other LCEA activities
- No member appreciation gifts

**JOIN US AS A
MEMBER OF A
WINNING TEAM THAT
EXISTS SOLELY TO
SUPPORT YOU!**