



EDUCATORS' RIGHTS REGARDING UNION MEMBERSHIP

In Kentucky, the only way a school district achieves a union collective bargaining agreement is by a union (ie., KEA, AFT, JCTA) presenting a collective bargaining contract to the district school board. If the majority of the school board members vote to approve the bargaining agreement, the district then sets up the negotiation teams. If the majority of the school board members in the district votes no, then the district continues using committees to serve the district.

In Kentucky there are 174 school districts. It is difficult to know how many districts have collective bargaining contracts; the guess is that approximately less than 20, with the Jefferson County Teacher Association (JCTA) having the largest union. In April, 2009 the JCTA presented the Jefferson County School Board with plans for an "agency fee" agreement to be added to their union collective bargaining agreement. This passed the board with only one no vote. This means that every educator in Jefferson County must now pay JCTA to bargain. According to news reports, there was approximately 400 educators in Jefferson County that did not belong to JCTA. The "agency fee" will mean that every Jefferson County educator will not have a choice, and will have to pay dues to JCTA.

The "agency fee" is the portion of union dues which pays for collective bargaining, contract maintenance, and grievance resolution. This has also been called the "fair share fee". Other activities which are not chargeable to nonunion educators, such as non-educational politics, may be rebated back to the nonunion member who objects to paying for activities not related to collective bargaining.

As an American citizen and educator, you have the right to join or not to join the union as you exercise your constitutional rights of freedom of speech and freedom

of association. When an "agency fee" is agreed upon, it requires the payment of the union bargaining fee to the union by nonunion members in the district.

GET MONEY BACK! AGENCY FEE PAYER

An educator, who chooses to pay only the collective bargaining portion of the dues and receive a rebate for the union dues spent on political or ideological activities, can become an "agency fee payer." Agency fee payers pay the union 100% of regular dues, but are eligible to claim a rebate of roughly 20% to 30% each year, if they request it in writing by a deadline set by the union. Agency fee payers pay for collective bargaining, contract maintenance, and grievance resolution services which the union is legally obligated to provide to the agency fee payers. You first must resign from the union, or if you are not a current union member you will find a sample letter that will help you exercise this option at: nrtw.org/a/a_3_s_a.htm You can find out more about your rights at nrtw.org You can also call 800-336-3600 or go to another website that may help answer questions at nrtw.org/a_4_t.htm

DUES FOR CHARITY RELIGIOUS OBJECTOR

A religious objector is an individual of faith who does not want to belong to the union for reasons of conscience. Under the provisions of state law and similar federal provisions in Title VII of the Federal Civil Rights Act, if the union's activities violate your sincere religious beliefs, you may choose to have the equivalent of the union dues sent to a charity rather than to the union and may receive a charitable contribution deduction. To exercise this option you can find more information at nrtw.org