

**TEA Dues and Initial Special Assessment
(approved by TEA members 9/17/03
with approved changes made
2/25/04, 6/16/04 and 7/21/04)**

1. Upon ratification of a contract for the bargaining unit, dues shall be 0.4% of employee's base hourly wages, deducted each paycheck based on the number of hours worked for that pay period.

2. Additionally, a one-time Initial Special Assessment shall be charged based on the following formula:

[# of months since TEA recognition (April 2001) through contract ratification] x [0.004] x [employee's base hourly wage on ratification date] x [160 hours].

Note: .004 is the current voluntary dues rate. 160 hours is simplified assumption of the number of work hours in one month. The wage rate on ratification date is the current rate, **NOT** the new wage that would begin when the contract is implemented.)

3. TEA members shall have the option to credit all voluntary dues paid against the Initial Special Assessment, and may pay the balance (if any) as either a lump sum within one month of contract ratification, in three equal monthly installments starting in the month of ratification, or in six equal monthly installments with a 5% service/interest fee on the total owed.

4. Term-limited employees shall pay one half the Initial Special Assessment as calculated above. If they become permanent (career service) staff, they will then be obligated to pay the remaining half of the Initial Special Assessment.

5. All newly hired Term Limited Temps (TLT's) shall be obligated for the Initial Special Assessment as follows:

- One-third of the previously adopted TLT Assessment (which is one-half the regular career service amount as formula determined) shall be assessed upon hiring.
- If the employee continues in a TLT position into a second year, an additional one-third of the previously adopted TLT Assessment shall be assessed on the anniversary date of hiring.
- If the employee continues in a TLT position into a third year, an additional one-third of the previously adopted TLT Assessment shall be assessed on the third anniversary date of hiring. At this point, the employee has no further Special Assessment obligations unless converted to regular career service as previously adopted.
- Should an employee be rehired into another TEA TLT position after leaving employment from a previous TEA TLT position, any Special Assessment already paid shall be credited and only any unpaid amount shall be assessed as above. (For example, an employee left at the end of a two-year TLT and paid two-thirds of their Special Assessment. Later they come back in a three-

year TLT position. They would pay the one-third remaining Special Assessment on hiring and have no further obligation for the Special Assessment, which is paid in full as long as they remain a TLT.)

6. Temporary employees shall be exempt from the one-time Initial Special Assessment, and shall only pay the 0.4% dues as defined above. Should a temporary become a Term-Limited or permanent employee, they will pay the relevant Initial Special Assessment at that time.
7. Should an existing employee from a non-TEA bargaining unit be transferred into TEA after December 31, 2003 by management (through reorganization or other means), that employee shall be exempted only from the Initial Special Assessment portion of the adopted dues structure. (This only applies to a transfer by management action, not a voluntary transfer due to accepting a different position or other employee action.)
8. Any regular permanent position or Term Limited Temporary (TLT) employees hired into a TEA Bargaining Unit after May 1, 2001 will pay the Initial Special Assessment applicable to their hiring status, using their base wage rate applicable at contract ratification or on hiring thereafter, with the following modification:

Applicable employees shall pay the greater of either:

- A one-time Initial Special Assessment based on the following formula:

[# of months since month of hire] x [0.004] x [employee's base hourly wage on ratification date] x [160 hours].

Term-limited employees shall pay one half the Initial Special Assessment as calculated above.

OR

- A one-time Initial Special Assessment of twelve (12) times employee's base regularly hourly wage at hiring.

New hires shall have the same rights to credit voluntary dues paid and be offered alternative payment options as exist for other regular employees.

9. In no case shall any new or existing member pay more than the lesser of:
 - A) the Initial Special Assessment applicable to their status in the bargaining unit,
- OR
- B) 20 times their base hourly wage.