

# THE OREGON EDUCATION ASSOCIATION IS WORKING ON A "PROGRESSIVE DUES STRUCTURE" THAT WILL CHARGE TEACHERS DIFFERENTLY BASED ON RACE



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New Business  
Item 13 (2023)

ACTION: **CARRIED**

"...Includes a significant discount for BIPOC educators until the racial breakdown of our student population aligns with the racial breakdown of our student population. We recognize the need for students to see themselves represented in their classrooms, and we acknowledge the vital role our BIPOC educators play in our union. We need to fund ourselves accordingly.

Provides a model for locals to adopt a similar dues structure. Locals will acquire insight and should be provided with support from the OEA if they wish to employ a similar model.



### OEA President,

Effective immediately, I resign any membership I may have in all levels of the National Education Association, including the Oregon Education Association (OEA), Uniserv and my local association. Pursuant to the U.S. Supreme Court's decision in *Janus v. AFSCME*, I further direct you to immediately cease the deduction of all union dues, fees, and political contributions from my wages and to refund any such funds deducted from my wages without my express authorization. Any consent for such deductions I may have previously provided is revoked, effective immediately.

I understand that OEA has arranged to be the exclusive bargaining representative of all employees in my bargaining unit and that, in exchange for this privilege, OEA must continue to represent me fairly and without discrimination in dealings with my employer and cannot, under any circumstances, deny me any wages, benefits, or protections provided under the collective bargaining agreement with my employer.

I authorize the Freedom Foundation to transmit this notice to OEA and/or my employer on my behalf. Please confirm receipt of this notice and inform me when the deductions will cease.

FULL NAME \_\_\_\_\_

HOME ADDRESS \_\_\_\_\_

EMAIL \_\_\_\_\_

PHONE (\_\_\_\_) \_\_\_\_\_

EMPLOYER \_\_\_\_\_

SIGNATURE & DATE \_\_\_\_\_  
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☐ I am already not paying union dues.

**MEMBERSHIP AUTO-RENEWAL:** Unless you take action, your OEA membership will remain in effect for at least one year.

**Want to stop funding OEA's  
divisive political agenda  
with your union dues?**

**Simply fill out opt out form or  
visit [OptOutToday.com/OEA](http://OptOutToday.com/OEA)**

*\*Canceling OEA membership results in  
no changes to your professional life.*



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