

OREGON SCHOOL EMPLOYEES Association

OSEA

BEFORE YOU PROCEED – Please ensure you are a member of the OSEA (Oregon School Employees Association) as its name/acronym is similar to OEA (Oregon Education Association)

To opt out of OSEA dues:

1. Enter your information into the form below and click “submit.”
2. On the next page, click the link to open your customized form. You will also receive an email with a link to your form.
3. Print the form. If you check the appropriate box below, we'll mail you a copy of the form.
4. Sign and date the form.
5. Mail the completed form to the OSEA at the address at the top of the form. We highly recommend sending it via certified mail.

Name *

First

Last

Address *

Street Address

City

Oregon ▼

State

ZIP Code

Phone *

Email *

Employer *

e.g. Portland Public Schools, Salem-Keizer School District, etc.

Profession *

Request for Union

Do not contact me with any future membership solicitations or union materials.

Print Letter Request

I do not have a printer. Please mail me a copy of my opt-out letter.

Updates

Please keep me updated regarding any litigation or important developments related to my union.

How Did You Hear About Us?

- Email
- Social Media
- Postal Mail
- Co-Worker
- Internet Search
- Hand-delivered flyer
- Billboard
- Radio
- Rebecca Friedrichs
- For Kids and Country
- Other

OPT OUT OF OSEA

The Oregon School Employees Association (OSEA) represents over 22,000 educational employees working in Oregon school districts, community colleges, education service districts, libraries, and certain other workers.

For years, classified school employees in Oregon were required to pay union dues to the Oregon School Employees Association (OSEA) as a condition of employment and the district automatically deducted union dues from workers' paychecks.

However, because of the U.S. Supreme Court's recent decision in *Janus v. AFSCME* (2018), classified school employees can now demand that the OSEA cease withholding union dues from their paychecks.

The court ruled that the mandatory dues requirement violated workers' First Amendment rights to freedom of speech and association, and that public employees have the right to choose for themselves whether to pay any union dues or fees.

Frequently Asked Questions

What happens after I send my resignation to the union? 

You should receive some acknowledgement of your request from the union within a few weeks.

In most cases, union dues are automatically deducted from employees' paychecks. Monitor your paychecks to make sure the dues deductions stop. If the deductions continue for more than a couple pay periods after submitting your opt-out request, contact the union.

Finally, keep in mind:

Opting out is your constitutional right. However, unions like OSEA sometimes place restrictions on when they will accept opt-out requests. If the union refuses to immediately cancel dues deductions from your pay, ask them to provide you with written documentation and contact us for assistance.

How much are OSEA dues? **+**

According to federal filings, OSEA deducts 1.8% of its members' wages in dues. In 2022, the average member paid the union \$571.

If I stop paying dues to the union, will I still receive the same wages and benefits specified in the OSEA's contract with my employer? **+**

Yes. The OSEA has arranged to be the "exclusive representative" of its bargaining units, meaning it is impossible for workers to get out of the terms of the contract, even if they cease paying dues.

Does opting out affect my pension? **+**

No. Under state law, a union contract is binding on all employees in a bargaining unit, regardless of whether they are technically union "members." Your compensation, benefits and conditions of employment are all set by the contract and will remain unchanged regardless of whether you are technically a union member and regardless of whether you choose to pay union dues.

Will the union stop helping me with workplace issues? **+**

The union has been recognized by the state as the "exclusive representative" of all members of the bargaining unit, whether formal union members or not. In return for the monopoly on this particular service, unions have a corresponding legal duty to provide fair representation.

How will my relationship with the union change if I resign my membership in the OSEA and stop paying dues? **+**

While the terms of the contract will still govern your employment, union officials commonly prohibit nonmembers from participating in internal union affairs, such as attending union meetings, voting for union officers or participating in contract ratification votes. You'll also likely be ineligible for certain "members only" benefits, such as discounts on additional insurance or deals the union has arranged with businesses, if any. You may no longer receive the union newsletter or similar publications.

How does the OSEA spend my dues money? ➡

OSEA

OSEA collected \$7.1 million in dues and fees from its members in fiscal year 2022, according to reports the union must file with the U.S. Dept. of Labor.

In 2022 alone:

- \$1.2 million went to affiliate organizations, including the American Federation of Teachers in Washington, D.C., to support its massive political, economic and social agenda.
- \$196,451 was spent by OSEA on political activities and lobbying.
- \$223,553 was spent on private attorneys.

OSEA paid 55 officers and employees in 2022, three of whom were paid six figures. In 2022, Director of Field Operations Susan Miller was paid \$136,826. OSEA currently holds \$6.6 million in cash reserves, \$500,000 of which was accumulated just this past year.

OSEA's most recent LM-2 reports are available here: [2022](#), [2021](#), [2020](#), [2019](#), [2018](#), [2017](#), [2016](#).

A portion of the dues paid by OSEA members goes to support AFT-Oregon, a state affiliate of the American Federation of Teachers.

AFT-Oregon

AFT-Oregon collected \$2 million from its affiliated local unions in fiscal year 2020, according to reports the union must file with the U.S. Dept. of Labor.

In 2022 alone:

- \$154,453 was spent on political activity and lobbying.
- \$51,530 was paid or contributed to largely ideological organizations.
- \$128,344 was spent on private attorneys and consultants.
- \$10,171 was spent hotel venues for union meetings and events.

AFT-Oregon paid 28 officers and employees in 2022. President Jaime Rodriguez received \$118,670. The union currently holds \$4.4 million in cash reserves, of which \$490,000 was stockpiled just this past year.

AFT-Oregon's most recent LM-2 reports are available here: [2022](#), [2021](#), [2020](#), [2019](#), [2018](#), [2017](#), [2016](#).

A portion of the dues paid by AFT-Oregon members goes to support the American Federation of Teachers' national headquarters.

American Federation of Teachers

AFT collected \$212 million from its members in fiscal year 2022.

In that same year:

- \$35.8 million was spent by AFT on divisive political candidates, causes and lobbying.
- \$7.1 million was paid or contributed to largely ideological organizations.
- \$3.9 million was spent on airfare, hotels and travel for union staff.
- \$10 million was spent on private attorneys and consultants.
- \$211,000 was spent on food and catering.

AFT paid 385 officers and employees in 2022, 251 of whom were paid six figures. AFT president Rhonda Weingarten received \$487,000.

AFT's most recent LM-2 reports are available here: [2022](#), [2021](#), [2020](#), [2019](#), [2018](#), [2017](#), [2016](#).



“Keep up the great work. I received both the email and mailer to opt-out of the union; however had already done so. Your work is the first I had seen noting the option to opt-out. Of course the unions nor the State made any effort to notify employees of the option.”

– Darla, State Employee



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