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Michael J. Crossey, *President*
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December 12, 2014

Dear Fee Payer:

The law requires that where a collective bargaining agreement so provides, employees who are not members of the bargaining representative, but who enjoy all the benefits of collective bargaining, must pay their fair share of the costs associated with such representation.

Your fair share/agency fee is a percentage of the regular membership dues. Specifically, your fair share/agency fee is the percentage of regular membership dues attributable to collective bargaining expenses. Based on our calculations, that fee is equal to 38.11 percent of the NEA membership dues and 74 percent of the PSEA membership dues. In some cases, fair share/agency fee payers will be charged a percentage of Local Association membership dues. The enclosed material will indicate whether or not you will be charged a percentage of Local Association membership dues.

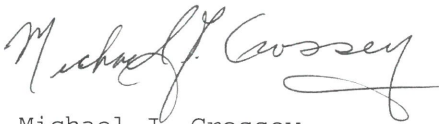
In sum, the difference between the fair share/agency fee and membership dues is only a few dollars. These few dollars can make a major difference in your life. In addition to services related to bargaining, which are available to members and nonmembers alike, membership provides:

- \$1 million worth of professional liability insurance
- Thirty percent reduction in legal fees for personal services
- The right to run for Association office
- The right to participate in Association governance meetings
- A voice in Association decisions which affect education and your well being
- PSEA Member Benefits, which provides quality products and services
- PSEA's strike assistance program
- Local, state and national communications on professional and Association matters

There are presently more than 180,000 Local Association-PSEA-NEA members across the state, combining their efforts to improve the working conditions and raise the professional esteem of all educators. Your assistance will help all of us achieve our goals for educators and public education.

We therefore urge you to complete the attached membership form and return it to your local association president or membership chairperson. We will be happy to add your name to the growing list of Association members.

Sincerely,



Michael J. Crossey
President

MC:jlw

Enclosures

The PSEA Mission

To advocate for quality public education and our members through collective action.

Affiliated with the National Education Association