

## Chandra Madafferi - Novi

- My name is Chandra Madafferi and I teach health to 9<sup>th</sup>- through 12<sup>th</sup>-grade students at Novi High School.
- Thank you for the opportunity to speak before this committee today.
- Please allow me to briefly tell you about my background.
- I come from a family of avid Republicans and even though I consider myself an independent, I have very conservative views and have voted on both sides of the aisle.
- Even though my father served in the military and I have traveled around the world, I consider the West Side of Michigan my home as my parents returned after their travels to Spring Lake in Ottawa County.
- When I became a public school teacher, my parents were very supportive even though they sent me to Christian schools for many years. They believe like me that a quality public education is the great equalizer that every child deserves.
- You see, I believe at a very young age, I knew I was called to be a teacher. I love kids and I especially love watching them grow throughout the year.

- Teachers do this job because watching our students succeed, excel and enjoy being in school is the best reward.
- As a teacher, I became a member of the MEA because it has helped give me and tens of thousands of other teachers and school staff a voice.
- A voice to speak up for our students, for a good public education that can help ALL kids get the opportunity to succeed.
- Teachers like me go to work every day and see up close what happens in our classrooms and our schools.
- Many of us go the extra mile because our Number One mission is to find ways to help our students succeed, despite the challenges we face.
- And during our teaching careers, the MEA stands with us, giving teachers the support we need so our kids get a quality education that can help them succeed and compete for jobs.
- Teachers and support staff get help with training, advanced skills, career support – all geared to help us become better educators through continuing education ourselves.
- With MEA, we get to have a voice in policy discussions that directly affect our students and their ability to learn.

- We can better come together and protect adequate funding for our classrooms.
- We share stories of how challenges in public education are harming our schools and students' ability to learn.
- As you know, many of us go above and beyond our jobs – and we're doing all this with less and less financial support every year.
- Many of my colleagues spend hundreds of dollars each year out of pocket on basic school supplies, like books and pencils, just so our kids can learn.
- I also believe that people on the front lines of education should be consulted and used as an information resource when policymakers make decisions that affect education and our kids.
- We want to be a partner in our common effort to strengthen our schools and help all our children get a great education.
- That's why we urge this committee to talk to frontline educators about the issues that effect classrooms and our students so we can share ideas about what works.
- On the issue that has brought this committee together, I want to point out that the vast majority of public school employees value the MEA because of this critical role.

- That's why an overwhelming majority of the MEA's members have chosen to remain members.
- As a teacher, I respect the wishes of the 1,500 people who resigned.
- Clearly, they followed the procedure and were granted their resignations.
- Most MEA members who I know are aware of the rules about resigning from the organization.
- These are rules that have been around for 40 years.
- They certainly are aware in Novi, where we had 2 members resign this August.
- In my school district, the procedure is in writing, when we sign our membership form – it clearly states the period when a person can opt out or leave our union is in August.
- It's based on the school year and our need to plan as an organization.
- I mean no disrespect to the teachers and staff who have appeared before you to tell you about their desire to leave the MEA, including my colleague in Novi.

- But most teachers and school staff understand their rights and the opt-out window. And to be fair to all our members, we have to enforce the rules the same for everyone.
- Members choose to remain in the MEA because we understand that now, more than ever; public education needs a strong voice and a strong champion.
- These are the things I and many of my colleagues in public education are committed to.
- The kids in our classroom don't have a voice.
- When their classrooms are overcrowded, when they lack basic supplies, when many of them come to class hungry and unprepared to learn – those of us who see these challenges every day must speak up.
- Teachers like me want to be partners with you.
- We are public servants who want to give back to our citizens and help build a strong future for Michigan.
- As a 16-year teacher, I hope you will see me and my colleagues in public education as dedicated employees, who go the extra mile, day in and day out for our students.

- We ask simply that we be allowed to teach, and that our kids get the support and resources to achieve and succeed in a global economy.
- School employees want to help provide solutions for one of the most important issues our state faces: educating our children so all of them have a fair shot and an opportunity to succeed.
- Through this hearing and other forums like this, we have an opportunity to shine a spotlight on the real challenges in public education today.
- That's why we – teachers and support staff on the frontlines – respectfully ask for a seat at the table because we want to be part of the solution and your partners in our common goal of strengthening our schools.
- Thank you.

Good afternoon. My name is Doug Pratt. I'm proud to be here today representing the Michigan Education Association and our 145,000 members – teachers, education support professionals, higher education faculty and staff, student teachers, and school retirees from across our great state.

In the past, I've had the pleasure of working with the legislature in my role as MEA's Public Affairs Director. But for the past six months, I've served in a temporary position as Director of Member Benefits, working with our members, leaders and staff to ensure our members are aware and take advantage of the many benefits of belonging to our organization.

In that capacity, I also oversaw the implementation of MEA's resignation process for 2013, which was more widely used this year in the wake Public Act 349 of 2012.

MEA's goal with our resignation process, as with anything else, is to treat **all** current and potential members of MEA with fairness and respect, doing so by consistently applying the rules of our organization, as established by our members.

Serving thousands of members from every county and corner of this state, MEA's only way to ensure fairness is to be consistent in the application of those rules.

MEA has followed the same resignation process for more than 40 years, since the adoption of our Bylaw #1 in 1973 by the MEA Representative Assembly, our highest decision making body composed of about 1,000 democratically-elected members representing their colleagues back home.

The bylaw, which is publicly available on our website and the substance of which is represented on our continuing membership form signed by new members upon joining, states:

“Continuing membership in the Association shall be terminated at the request of a member when such a request is submitted to the Association in writing, signed by the member and postmarked between August 1 and August 31 of the year preceding the designated membership year.”

For 2013, we accepted as written notice: a letter postmarked in August; an email sent in August; or any other written communications submitted to an MEA local or state leader or staff member during the month of August.

There is no form to fill out or complicated procedure to follow – simply written notice in August that the member wanted to end their continuing membership in the MEA.

New employees within an MEA-represented bargaining unit have always had the choice of either joining and becoming a dues paying member or, if their contract stipulated it, *not* joining and paying a fair-share service fee for the cost of contract negotiation and maintenance.

*That* is what PA 349 changed – that kind of clause making payment of dues or fees a condition of employment cannot be part of any agreement, contract, understanding, or practice that took effect after PA 349’s implementation in March of this year.

Here’s something that PA 349 didn’t change: No member has ever been forced to join the MEA – that has always been illegal. But the vast majority of members chose to join because of the value of the organization for them as an education employee.

Something else PA 349 didn’t change: according to Section 10 2(a) of the act, “a labor organization can prescribe its own rules with respect to the acquisition or retention of membership.” Rules such as MEA Bylaw 1 regarding the August resignation process.

Where we stand today with regard to MEA membership is this:

- Prior to PA 349, about 600 potential members chose instead to be non-members and pay a fee. After PA 349's implementation, some of those non-members are still working under a valid contractual clause requiring payment of the service fee – others who are not governed by such a clause are non-members with no further financial obligation to MEA.
- During August 2013, approximately 1,500 followed the resignation process and left membership in the MEA. Again, some of those non-members still have a contractual obligation to pay a fee, most do not.
- Outside of the month of August, we have had about 700 members contact us expressing a desire to resign their membership who have not followed the process and who we continue to view as members.
  - o Those who contacted us *prior* to August – be that contact written or verbal -- were informed that they needed to follow MEA's resignation process. Nearly every person who contacted us early wound up submitting written notice in August and followed the procedure to resign. However, some changed their mind and chose to remain as dues-paying members.

- Those who have contacted us *since* August have similarly been informed of the resignation process – approximately 300 of them. Barring our attempts over the next 8 months to share information with them and convince them otherwise, I expect they will follow the procedure and resign next August, as is their right. A redacted copy of the form letter we’ve been sending to these members is part of your packet of information from us, along with a copy of our membership form.
- Every one of these late resignation requests is reviewed by me, our Executive Director and our General Counsel, in an attempt to ensure that the member was not given mis-information about the resignation process. In total, we’ve found less than 50 cases of such extenuating circumstances under which a member has been granted a late resignation.

This committee has heard from three members who have not followed the resignation procedures adopted by MEA’s membership.

Two of those members, Ms. Chanski and Ms. Breza, are involved in the Mackinac Center’s filing of charges with the Michigan Employment Relations Commission (MERC).

As a labor organization, we have deep respect for MERC and its processes, for the legal right of these members to bring such charges, and MERC's role to use fair legal proceedings to come to judgment on those charges. As such, I cannot discuss outside those legal proceedings specifics regarding those two cases or any others that are being brought to that forum.

I can and will say this. MEA is confident that we are consistently and fairly implementing our organization's rules about membership resignation and that those rules are lawful. We are also confident that MERC will rule as such, just as they did when the Mackinac Center challenged our resignation process before MERC a decade ago and lost.

The fact that they are pushing this case to be re-tried is a waste of taxpayer resources at MERC, and the fact that it has spilled over into this venue in the Senate is similarly taking up taxpayer resources here, not to mention your valuable time.

The third member you heard from, Ms. Bank, is not part of those legal proceedings. From what I have heard of her testimony, she has one central complaint – that MEA had an obligation to notify her about how to resign her membership.

I'd ask that you consider that complaint in a different context – why would any membership organization, without knowledge that someone wanted to leave, seek those people out? The fact is that membership organizations like ours don't market how to quit – they market why you should stay.

Just like any other membership organization, MEA must constantly demonstrate what we bring to the table and why membership matters for the school employees we represent. We took that responsibility to heart before PA 349 and we continue to do so today.

Furthermore, MEA's resignation process is not a secret. It's on our continuing membership form. It is our FIRST organizational bylaw, available online. Anyone who asked about resigning was told about the process. The Mackinac Center has admitted in these hearings that they sent out more than 30,000 emails to Michigan educators alerting them to the August window. There was media coverage about it. Now there are legislative hearings about it. If it was a secret, it's certainly a poorly kept one.

Another subtext of these hearings has been the concept that these members are being threatened. Again, please consider a different context. If you signed a contractual agreement to obtain service from a cell phone provider or an insurance company or a utility, and then failed to live up to your end of that agreement to pay for service, what would happen? If I refuse to pay my cell phone bill, my electric bill, my insurance premium, eventually, that decision on my part has consequences – notification, collections processes and termination of service. This situation is no different.

MEA's continuing membership form and bylaws form a contract between MEA and our individual members. The sanctity of contracts is at the core of who we are and what we do, both as a union but also as a society. MEA cannot and will not determine which contracts do or don't matter. Again, consistent application of rules and contracts is the best way to ensure fairness across a large, diverse group of people.

The members you have heard from represent a small group of disaffected members, as is evidenced by the numbers I've shared with you today. Any organization our size has them. But, aside from the two members who are with me here today, we have thousands more like them who have chosen to stick with MEA.

I have the pleasure of talking to these members all the time. They are frustrated – not with our rules, but with the way they feel abused in the current political environment. That's why they want to belong to MEA – to have someone to help them make their voice heard.

It is an honor to help them do just that, today and everyday.

## **Martin Garay**

- Good afternoon.
- My name is Martin Garay.
- I have the privilege of teaching third grade at Brookwood Elementary in Kentwood.
- Before that, I taught third grade at Challenger Elementary, also in Kentwood.
- I've been a teacher in public schools for a total of 13 years – 9 of them in Kentwood.
- Before becoming a teacher, I spent five years on active duty in the United States Army.
- Today, I continue to proudly serve as a captian in the Army Reserve.
- The entirety of my adult life has been in public service. When I transitioned to civilian life, I became a teacher because teaching allows me to serve the public and do what I love doing.
- I love teaching and I want to help all children succeed and achieve their full potential.
- I think I speak for a vast majority of teachers when I say we have a passion for our profession.
- When I stand in front of my students, my priority is making sure they get the tools and knowledge to become the best they can.

- The best part about my job, as any teacher will tell you, is when the light-bulb goes off and our students have an “A-Ha!” moment.
- We live for that.
- And few things make us – teachers, school staff, administrators, local communities – prouder than seeing young men and women graduate from school, get jobs and become successful.
- However, I must admit teaching and educating our kids is becoming more and more difficult.
- Teachers face a great deal of pressure.
- It seems that it has become fashionable to blame or even vilify teachers.
- That’s where the MEA comes in.
- I am a member of the MEA because this organization helps teachers like me be heard in the corridors of power and at hearings like this one.
- I personally do not feel you can separate me, and what I do and believe in, from the MEA. We have the same goals-to provide a world class education to our students.
- We are ordinary teachers and school employees who simply want to do our jobs, and that’s educating and caring for our kids so they can learn and succeed.
- We’re not politicians.

- But we cannot remain silent either when we see everyday the challenges that children face in the classrooms.
- School cuts, crowded classrooms, courses that must be eliminated, a failure to address societal factors that directly affect learning, such as poverty, and so on.
- Access to free public education is not only America's gift, but it's promise, to the children of the United States that they are valued and truly our most important investment.
- My classrooms in Kentwood have averaged 29 students the last 5 years.
- When I taught in Tennessee, my classroom averaged 23 students.
- Bear in mind that each child is a whole person who deserves a teacher's fullest attention to help develop the individual to their fullest potential.
- Through the MEA, teachers like me can better share our stories and concerns like that.
- What we need is a real conversation about the state of public education:
  - The impact of cuts – which are making it harder for our kids to compete for jobs.
  - These are just some of the real issues we could be discussing.
  - Instead, we are discussing the bylaws of a membership organization.

- As a teacher and a long-term proud member of the MEA, I know what I signed when I became a member.
- Our bylaws are clear.
- They're on the website, they're on the application form.
- And now they're the subject of a Senate committee hearing, meaning they must be the worst kept secret in the state.
- This opt-out window has never been a mystery to me and the vast majority of my colleagues.
- In my current school, not only did school employees not opt out; three additional people joined because they understand what being an MEA member means.
- In my previous school in Kentwood, Challenger Elementary, teachers and school staff were all aware of the opt-out window.
- I'm here today to respectfully ask this committee and its members to see us as members, as a resource that can help strengthen our schools.
- Educators and people on the frontlines strongly believe that we can provide valuable input into improving public education in Michigan.
- I can't understand why actual educators are not consulted more often when making decisions affecting kids and the classroom.

- We are the “boots on the ground” and have the firsthand knowledge and experience to speak intelligently about education and educational issues.
- After all, we wouldn’t change the state’s medical policy without talking to doctors and nurses.
- We wouldn’t change fire safety rules without talking to firefighters.
- We wouldn’t change insurance regulations without talking to insurance companies.
- Even as we transition our national defense posture—the military is an integral part of the discussion for national defense policy.
- In the end, the vast majority of public school teachers are hardworking, dedicated public servants.
- We work long hours so our lesson plans are in good shape.
- We start our days early and end them late to grade papers.
- In fact, I do not know a teacher who doesn’t put in at least a 50 hour work week at the very minimum to meet the needs of our classrooms.
- While the MEA is an organization that represents teachers and school staff, its real mission is providing important safeguards for a quality public education that is accessible to ALL students.

- The MEA helps teachers and staff fight for adequate classroom resources for kids and increased safety when our children are in school.
- Through the MEA, teachers can help rein in overcrowding in classrooms, which we see firsthand affects our ability to give students the full one-on-one interaction and attention they deserve.
- But at the end of the day I am only one teacher, focused more on doing my job and educating my students than figuring out the ways of politics.
- One thing I try to impress on my kids is taking responsibility and being accountable.
- I'm concerned about the lesson my students will learn from this hearing, that it's OK to change the rules in the middle of the game because a small group of people can't follow clearly posted rules.
- My colleagues and I all knew the window to leave was in August.
- That fact was clear to us and to the 1,500 people who successfully resigned from the MEA.
- Thank you.



Michigan Education Association

1216 Kendale Blvd.  
East Lansing, MI 48823  
517-332-6551  
800-292-1934

October 31, 2013

[REDACTED]

Re: Your request to resign membership in the Michigan Education Association

Dear Alpha Snyder,

We were sorry to receive your message about wanting to resign your membership in the MEA.

Membership in your local/MEA/NEA has always been on a voluntary basis and been unified across the local, state and national levels. Your support as a member has helped make the Association an effective voice for Michigan educators. While we would appreciate your continued support as a member, we respect your right to resign from the Association in the manner authorized by MEA governance documents and the membership agreement you signed upon joining.

Your signed membership form, in concert with Association governance documents approved by Association members elected to our Representative Assembly, forms a contract between you and the Association, wherein we provide services in exchange for payment of dues. Enforcement of contracts is at the core of who we are as an organization. As such, we strive every day to hold up our end of that contract by providing our members with excellent service and benefits, just as we work every day with our members' employers to ensure they comply with contracts with our members.

Under the MEA governance documents, membership in the Association is on a continuing basis from year to year. Since its adoption in 1973, MEA Bylaw I states, in relevant part:

Continuing membership in the Association shall be terminated at the request of a member when such a request is submitted to the Association in writing, signed by the member and postmarked between August 1 and August 31 of the year preceding the designated membership year.

The MEA governance documents are available on the MEA website at [www.mea.org](http://www.mea.org). The continuing membership agreement that you signed also provides that written notice of resignation of membership must be made in writing during August for the following fiscal year.

A copy of that form is enclosed. It provides two methods for paying your dues—cash payment or payroll

deduction (other current payment methods were not available at the time you joined). The application provides that membership is continuous unless you revoke your authorization in writing between August 1 and August 31 for the following fiscal year to pay dues either directly (cash payment) or through payroll deduction.

Since the Association's membership and fiscal year is September 1 through August 31 and the nature of school employment is generally continuous from year to year starting around that time frame, the contract formed between us stipulates that you may resign your membership pursuant to the MEA Bylaws and your membership agreement by making a written request to the Association between August 1 and August 31 of any year. When you became a member of the Association, you entered into that contract which includes a dues obligation for the membership year in return for which you obtained the rights and benefits of membership in the Association, including liability insurance coverage for the year, which cannot be canceled for a refund after the beginning of the membership year.

Your message was postmarked (either by the U.S. Postal Service or by your email server, depending on how you contacted us) after the August 31 deadline and therefore your membership automatically renewed for the 2013-14 school year.

While we understand this is not the message you want to hear from us, it is nonetheless, consistent with the rules adopted by the MEA Representative Assembly, the body elected by members to govern the organization.

As you will continue to have a dues obligation to MEA for the coming year, MEA wants to make every effort to show you the value of your dues dollars and work to earn your membership going forward.

To find out about the many advantages of MEA membership, including the job protections available only to MEA members and the ways that you can save money to help offset the cost of your dues, please visit [www.mea.org/advantage](http://www.mea.org/advantage) or call the new MEA Help Center at 866-MEA-HELP (866-632-4357). If you have particular issues of concern locally, you can contact your local MEA UniServ office ([www.mea.org/uniserv](http://www.mea.org/uniserv)). Your local office is copied on this correspondence.

Should you choose to resign next year, as a nonmember, you would only receive benefits and protections outlined in your collective bargaining agreement. You would not be eligible to hold office in the Association or attend and vote at Association meetings, including not being eligible to vote on ratification of collective bargaining agreements for your unit. You also would not be eligible for most types of legal representation provided to members. Legal representation by MEA in administrative hearings and court actions is not available to those who do not pay dues or agency fees to the Association. You also would not be eligible for any other "member only" benefits, including, but not limited to, employment liability insurance.

If we can answer any questions, please feel free to contact either the Help Center or your local UniServ office using the contact information above.

Sincerely yours,



Gretchen Dziadosz  
MEA Executive Director

Enclosure

cc: MEA Membership Department and local MEA UniServ office

**LOCAL-MEA-NEA**  
 P.O. BOX 2580 • EAST LANSING, MI 48025-2580  
 • CONTINUING MEMBERSHIP APPLICATION •  
 • MICHIGAN NEA-R MEMBERSHIP APPLICATION •  
 • MEA-PAC • MEA-PAC PLUS and NEA-PAC VOLUNTARY CONTRIBUTION AUTHORIZATION •

*April 11 5:05 / 13:20*

**MEMBERSHIP INFORMATION**

PLEASE READ INSTRUCTIONS BEFORE COMPLETING FORM. TYPE OR PRINT FIRMLY WITH A BALL POINT PEN.

1. SOCIAL SECURITY NO.		2. TITLE		3. NAME	
[REDACTED]		[REDACTED]		[REDACTED]	
4. ADDRESS NO.		5. CITY		6. STATE	
[REDACTED]		[REDACTED]		MI	
7. MEA MEMBERSHIP CODE		8. MEA MEMBERSHIP CODE		9. CHECK YES IF YOU WISH VOLUNTARY MICHIGAN NEA-R MEMBERSHIP	
4 91 55		25		[REDACTED]	
10. EMPLOYER'S INSTITUTION		11. ANTICIPATED DATE OF RETIREMENT		12. BUILDING DEPARTMENT	
[REDACTED]		[REDACTED]		[REDACTED]	
13. HOME PHONE NO.		14. WORK PHONE NO.		15. ETHNIC GROUP	
[REDACTED]		[REDACTED]		OS	
16. PRESENT POSITION		17. TEACHING LEVEL (IF APPLICABLE)		18. HIGHEST LEVEL OF EDUCATION HELD	
Nurse/Secretary		[REDACTED]		[REDACTED]	
19. TEACHING CERTIFICATE (IF APPLICABLE)		20. PLEASE CHECK TYPE OF CERTIFICATE (IF APPLICABLE)		21. MAJORS	
[REDACTED]		[REDACTED]		[REDACTED]	
22. SCHOOL DISTRICT OF RESIDENCE		23. CONGRESSIONAL DISTRICT		24. STATE SENATE DISTRICT	
[REDACTED]		[REDACTED]		[REDACTED]	
25. STATE HOUSE DISTRICT		26. STATE HOUSE DISTRICT		27. VOTING PRECINCT	
[REDACTED]		[REDACTED]		[REDACTED]	

28. I WOULD BE PARTICULARLY INTERESTED IN RECEIVING SPECIAL ALERTS ABOUT THE FOLLOWING TOPICS:

<input type="checkbox"/> SOCIAL SECURITY	<input type="checkbox"/> WOMEN'S ISSUES	<input type="checkbox"/> SCHOOL FINANCE	<input type="checkbox"/> POLITICAL INVOLVEMENT	<input type="checkbox"/> TAXES
<input type="checkbox"/> RETIREMENT	<input type="checkbox"/> ENVIRONMENT	<input type="checkbox"/> SCHOOL DISCIPLINE	<input type="checkbox"/> TUITION TAX CREDIT	<input type="checkbox"/> DEMOCRATIC EDUCATORS CAUCUS
<input type="checkbox"/> CENSORSHIP	<input type="checkbox"/> MINORITY ISSUES	<input type="checkbox"/> NEW RIGHT	<input type="checkbox"/> REPUBLICAN EDUCATORS CAUCUS	<input type="checkbox"/> HIGHER EDUCATION ISSUES

**CONTINUING MEMBERSHIP DUES, MEA-PAC, MEA-PAC PLUS and NEA-PAC VOLUNTARY CONTRIBUTION AUTHORIZATION**

The National Education Association Political Action Committee and the Michigan Education Association Political Action Committee collect contributions from Association members to help elect Members of education to federal, state and local offices respectively. Contributions to NEA-PAC and MEA-PAC are voluntary and are not a condition of membership in NEA, MEA, or any of their affiliates. Although NEA-PAC and MEA-PAC request an annual contribution of \$5.00 and \$10.00 (\$5.00 for educational support personnel) respectively, these are only suggestions. A member may contribute more or less than these amounts or may refuse to make any contribution and this will not affect membership status, rights, or benefits in NEA, MEA, or any of their affiliates. A contribution to NEA-PAC is included in your MEA dues. The contribution is \$10.00 (\$5.00 for educational support personnel). This amount may be adjusted up or down in future fiscal years by action of the NEA Representative Assembly. This amount is in addition to any NEA-PAC contribution you may have authorized. Unless you exercise your right to a refund, this contribution will be made on your behalf to NEA-PAC. A full refund of this voluntary contribution will be made upon request in writing made by December 1 of the current fiscal year to the Michigan Education Association, P.O. Box 2572, East Lansing, Michigan 48825-2572. A request for refund will automatically operate to discontinue any further contribution in future years, and an amount equivalent to the NEA-PAC contribution will automatically be sent to you. With full knowledge of the above I authorize my employer to deduct from my salary and pay to the association in accordance with the agreed-upon payroll deduction procedure.

<input type="checkbox"/> MEA-PAC PLUS CONTRIBUTION	<input type="checkbox"/> \$5.00 MEA-PAC CONTRIBUTION	<input checked="" type="checkbox"/> I DO NOT WISH TO PARTICIPATE IN THE GUARANTEED VOLUNTARY CONTRIBUTION TO MEA-PAC.
<input type="checkbox"/> \$10.00 MEA-PAC PLUS FRANKLIN CLUB	<input type="checkbox"/> MEA-PAC CONTRIBUTION	

For the membership year, and each membership year thereafter, provided that I may revoke this authorization as of September 1 of any calendar year by giving notice in that effect to MEA membership or the local association on or before that date.

Dues payments to the MEA-NEA-Local and contributions to MEA-PAC/NEA-PAC and/or Local-PAC are not deductible as charitable contributions for Federal income tax purposes. However, they may be deductible under other provisions of the Internal Revenue Code and/or the Michigan Income Tax provisions.

PLEASE CHECK ONE (1) BELOW:

CASH PAYMENT: Membership is continued unless I revoke this authorization in writing between August 1 and August 31, of any year.

PAYROLL DEDUCTION: I authorize my employer to deduct Local, MEA, and NEA dues, assessments and contributions as may be determined from time to time, unless I revoke this authorization in writing between August 1 and August 31, of any year. I also authorize my employer to deduct Michigan NEA-R dues, if so indicated above from my wages.

SIGNATURE: [REDACTED] DATE: [REDACTED]

FORM NO. ME 101 (REV. 8/90) PLEASE RETURN THIS COMPLETED, SIGNED, DATED FORM TO YOUR LOCAL ASSOCIATION  
 MEA COPY