



THE IEA AND NWPE-AAE COMPARED

Northwest Professional Educators (NWPE) Responds to IEA Flyer

IEA States:	IEA States:	NWPE Response
Idaho Education Association	Northwest Professional Educators / Association of American Educators	Northwest Professional Educators
Founded 1892.	NWPE founded in State of Washington in 2001.	Correct. NWPE, an affiliate of the Association of American Educators (AAE), was founded by a grassroots movement of educators desiring a professional association that focused on students as teachers' highest priority and advancing educators as academic professionals—not blue collar labor workers. After ten years of unsuccessfully trying to hold union spending accountable to members and campaign finance laws, these educators collaborated with the AAE to form NWPE, a nonprofit, nonpartisan professional association for the educators of Washington, Idaho, and Oregon. Unlike the union, NWPE's dues are not contributed to political candidates, parties, or spent on political activities advancing noneducation issues. Consequently, NWPE dues are a fraction of the cost of union dues.
Funded by member dues. The National Education Association contributed over \$657,000 to Idaho educators in 2003-04.	Funded by out-of-state organizations associated with school vouchers & anti-labor. (e.g. Olin, Walton & Randolph foundations, among others).	False. NWPE is funded through membership dues, grants, and loans from the AAE Foundation. The AAE Foundation has received some of its funding from public charitable foundations that wish to see significant improvement in the public education system. These same sources also oppose monopoly labor unions, forced dues, and exclusive collective bargaining representation. NWPE supports educators' collective bargaining rights—including the right and opportunity to belong to a "local only" teachers' union. (The NEA forces educators to pay to all levels of the NEA in order to belong to the local affiliate.) For more information refuting or clarifying union statements about NWPE, please see www.nwpe.org/answering_union.htm .

Members belong to the local, state & national associations	Members belong to out-of-state organizations; no locals exist	Not relevant. NWPE members belong to a regional association focused on providing exceptional services. Members need not go through a local teacher or committee in order to obtain independent legal services—thus ensuring service without conflicts of interest. Members may use the attorney of <i>their choice</i> for job protection issues.
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Membership Features	IEA States:	NWPE-AAE States:
On-site representation of members.	Phone &/or on-site representation from a trained IEA professional director to protect you. (IEA staff handled 360 member rights cases in 2003-04.)	Members need not go through a local teacher or committee in order to obtain independent legal services. Attorneys handle members' job protection issues, not a fellow teacher thus ensuring service without conflicts of interest.
Local & regional leadership.	Grassroots representation to give voice to your professional concerns & observations. (Local presidents & officers exist in virtually all school districts.)	NWPE provides members with a voice on education issues. No positions are taken without first surveying our members and receiving a supermajority (75%) of voting members. NWPE is not a union but can direct educators to resources should they wish to establish "local only" teacher bargaining units that are not financially obligated to the NEA. NWPE can provide nonbargaining support services such as liability insurance and legal services to "local only" bargaining units for reasonable cost.
Local bargaining of salaries, contracts	Grassroots negotiators, trained by IEA, to enhance your salary, insurance & working conditions. (IEA is the bargaining agent in virtually all school districts.)	Some question the effectiveness of the NEA and its affiliates on raising salaries. Some believe the current NEA unified system has compressed teacher salaries resulting in a decline in teacher quality. Since the infiltration of the teacher unions in the 1970s, "teacher pay indexed to per pupil expenditures has declined by nearly 50%." See http://www.nwpe.org/PDF_Files/Open_Letter.pdf and http://www.educationnext.org/20052/50.html . The NEA reports, "Over the last decade, teacher salaries have remained flat, growing just 2.9 percent in inflation-adjusted dollars. Fifteen states saw real declines in average teacher salaries between the 1993-94 and 2003-04 school years, adjusted for inflation." http://www.nea.org/newsreleases/2005/nr050623.html NWPE is not a union but can direct educators to resources should they wish to establish "local only" teacher bargaining units that are not financially obligated to the NEA. NWPE can provide nonbargaining support services such as liability insurance and legal services to "local only" bargaining units for reasonable cost.

Idaho in-house attorney	Legal advice & representation to protect your job & right to be an educator. (IEA’s attorney handled 59 legal cases & advised IEA staff on numerous other member rights’ cases in 03-04.)	Members need not go through a local teacher or committee in order to obtain legal services. Service is just an email or call away. Attorneys handle members’ legal issues, not a fellow teacher. In addition to our Legal Services department, members may use the attorney of <i>their choice</i> for job protection issues. NWPE members’ liability policy guarantees payment of legal fees for job protection issues. IEA excludes coverage for job protection issues and does not guarantee legal fees. NWPE’s services are not based on whether the teacher’s case “advances the goals and core values” of the organization as the teachers’ union has stated. See www.nwpe.org/benefits.htm .
Money-saving benefits program	Financial services, insurance programs, & member discounts to save you money (See www.neamb.com & www.idahoea.org)	NWPE offers a variety of benefits and discounts. These may be viewed at www.aeteachers.org/benefits.shtml . NWPE saves members money by providing superior liability/legal protection, the primary benefit of interest to most educators, and services related to advancing the professionalism of educators—not on a wide range of politics unrelated to education. (See www.nwpe.org/yourrights.htm for more information on union political spending.)
Professional Development	Workshops, seminars & conferences to address professional needs.	NWPE conferences focus on education issues. The NWPE Conference on Education Issues, July 23, 2005, Coeur d’Alene, Idaho, included topics on 504s and IEPs, Academic Freedom, Teacher Skills that Impact Student Learning, Federal Update for Independent Educators, and Preventing and Handling Misconduct Charges. See www.nwpe.org/resources.htm . This conference was described by one attendee as “the best education conference I’ve attended in forty years!”
Lobbying in Boise & D.C.	Resistance to bad law & endorsement of good law through grassroots lobbying to represent your desires. (In 2004, IEA sent 94 grassroots lobbyists to the legislature.)	NWPE provides a voice on education issues to the state and national lawmaking bodies. NWPE dues are not diverted to lobby for controversial noneducation social and political issues that have no place in a professional organization. See www.nwpe.org/yourrights.htm for more info on union spending on politics. Even with “paycheck protection” union spending on politics has remained substantial. The IEA and NEA have sued to stop Idaho’s “paycheck protection” law, which would protect members from the union using their dues for politics against their will. See www.sacbee.com/content/politics/story/13137532p-13981621c.html .
Professional Communications	NEA Today, IEA Reporter, IEA & NEA websites, e-mail communication during legislative session.	NWPE members receive monthly newsletters from the AAE, newsletters on regional education issues from NWPE, and email updates providing practical education news and resources that

		support educators as academic professionals. See www.nwpe.org/newsletters.htm and www.aateachers.org/newsletters.shtml .
Research & negotiation assistance	IEA & NEA's research departments to keep you & your local bargainers informed.	NWPE is not a union but can direct educators who want to establish "local only" bargaining units to resources where they can obtain cost effective advice and research on bargaining issues at more reasonable cost than NEA membership.
Negotiation & Union Services	IEA lobbied for the creation of the Idaho Professional Negotiation Law in the early 1970s. IEA provides collective bargaining training, school budget workshops, and assistance to Association negotiation teams.	NWPE is not a union but can direct educators wanting "local only" bargaining units that are not financially obligated to the NEA to resources where they can obtain advice and research on bargaining issues. For options to the mandatory NEA unified union structure, see the Unionism in Public Schools articles posted at www.nwpe.org/viewpoints.htm .
Participatory decision making: annual assembly in Idaho & nationally	Grassroots democracy in action to represent your best thinking about our professional & organization.	Union democracy cannot exist because the union does not inform membership of how the dues are spent. Money is power and money is speech. Without an accounting of how their dues are spent, members can have little to no influence on the union. U.S. Labor Secretary Elaine Chao has said that vague teacher union reports "were one reason that officials of the Washington Teachers Union, who later were convicted, had been able to get away with illegal use of members' dues 'for "designer clothes, lavish vacations and political activity to the tune of \$5 million. The answer is simple," she said in a speech last year. "Union members have almost no access to detailed information about their unions' finances. Even the U.S. Labor Department has a difficult time getting this detailed information. Furthermore, we just don't have the resources to carefully audit all the reports the unions must file. All that has got to change." The Department of Labor successfully fought off a lawsuit by the NEA, which sought to thwart new labor reporting requirements that would disclose teacher union spending for members. See www.washtimes.com/national/20040304-111054-3279r.htm . NWPE conducts member surveys and communicates position statements on education issues only when a supermajority (75%) of voting members is achieved. NWPE does not impose a viewpoint on its members, nor does it malign or denigrate those holding diverse points of view. NWPE respects the values of its members by not diverting their dues to political activity that may violate moral, political or religious views of some members. See www.nwpe.org/yourrights.htm .