



# TOTEM ASSOCIATION OF EDUCATIONAL SUPPORT PERSONNEL, INC.



## MEMBERSHIP AUTHORIZATION & DUES DEDUCTION/CHECKOFF AUTHORIZATION FORM

YES! I want to join with my colleagues and become a member of the TOTEM Association of Educational Support Personnel, Inc, APEA/AFT, AFL-CIO. I hereby request and voluntarily accept membership in TOTEM Association and I agree to abide by its Constitution and Bylaws. I authorize TOTEM to act as my exclusive representative in collective bargaining over wages, benefits, and other terms and conditions of employment with my employer.

I recognize the need for an effective union and believe everyone represented by our union should pay their fair share to support our union's representational work. **I hereby request and voluntarily authorize my employer to deduct from my earnings and to pay over to TOTEM an amount equal to the regular monthly dues uniformly applicable to members of TOTEM.** This authorization shall remain in effect and shall be irrevocable unless I revoke it by sending written notice via U.S. Mail to both the employer and TOTEM Association. **I understand that TOTEM has a Maintenance of Membership Policy which requires membership and dues payments for three (3) consecutive months.**

Contributions or gifts to TOTEM are not tax deductible as charitable organizations. However, they may be tax deductible as ordinary and necessary business expenses.

\_\_\_\_\_  
Name Hire Date

\_\_\_\_\_  
Home Address City, State, Zip

\_\_\_\_\_  
Job Title Work Location

\_\_\_\_\_  
Non-Work Phone/Cell Non-Work Email

X \_\_\_\_\_  
Signature Date Name of person who referred you

*\*By providing my phone number, I understand the Alaska Public Employees Association (APEA/AFT) or an APEA/AFT designee may use automated calling technologies and/or text message me on my cellular phone on a periodic basis. APEA/AFT will never charge for text message alerts. Carrier message and data rates may apply to such alerts. Call 1-800-478-9991 to stop receiving messages or for more information.*

Protecting pay, benefits, and working conditions, for APEA/AFT members is our number one priority. Our negotiating power depends on the participation of union members, like you standing up for our rights as valuable public service employees. Being active in your union is one of the most valuable rights you have as a member. Please let us know how you'd like to be involved in your union:

- Building Power with other members.
- Participate in Social Media videos and Publications.
- Getting co-workers more involved in workplace actions, events and current issues.
- Attending worksite meetings and trainings.
- Other

### APEA/AFT Alerts:

I prefer to be contacted by (please check all that apply)

- Text
- Email
- Voice Call
- Worksite Meeting
- Mail
- Other \_\_\_\_\_
- Do Not Contact

**Completed Membership Forms can be sent through interschool mail to the TOTEM Office or by email to [office@totemassoc.org](mailto:office@totemassoc.org). They can also be mailed to: 3310 Arctic Blvd, Ste 200, Anchorage, AK 99503.**

# TOTEM MEMBERSHIP DRIVE

TOTEM has a small group of very dedicated folks who serve on the Board of Directors, however, with the amount of turnover and new employees hired on a yearly basis (300 this year), we need everyone to help recruit new members into TOTEM. Nine of us cannot do this alone. Member involvement is essential to our success and that is where you come in. We are asking all our current TOTEM members to become “TOTEM Ambassadors”.



As I have shared before, if our membership continues to decline at such a rapid pace, we could lose the representation of a union; employees would have to negotiate their own salaries & benefits, and there would be no protections in situations where discipline could be imposed. Our membership currently sits at 65%. If we were to drop below the 50% threshold the district could choose to no longer recognize us as the bargaining agency for support staff.

We all need to work together to keep this organization strong and give us the ability to represent our support staff through our Collective Bargaining Agreement. The definition of a labor union: “an organization of workers formed for the purpose of advancing its members’ interests in respect to wages, benefits and working conditions”. This is what TOTEM has been doing since 1967.

I am asking you – will you join us by talking to just one or two of your colleagues about TOTEM? It is a small ask and we want you to stand together with the Board to move this organization forward.

*Sandy Thompson Wallace, CAP*  
TOTEM President

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The TOTEM Membership Drive will be held between January 12—January 31:

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- EACH NEW MEMBER WHO JOINS WILL RECEIVE A \$100 VISA GIFT CARD.
- EACH MEMBER WHO RECRUITS 3 NEW MEMBERS WILL ALSO RECEIVE A \$100 VISA GIFT CARD.

*Do you know the benefits of being a TOTEM Member?*

**AFT+ BENEFITS:** Travel Discounts, Financial and Legal Assistance, as well as discounts at retailers like TelaFlora, AT&T, Dell and Office Max.



**NO COST TRAININGS:**

TOTEM Spring Conference and First Aid/CPR Classes through the school year.



**MORE MONEY:** Members who qualify for the PSP Certificate can earn between 2-7% more on their paycheck.



**FREE COLLEGE:** Union members and their families can earn a free Associates’ and Bachelors’ Degree at NO COST. Additional discounts are available at Grand Canyon University.



**SCHOLARSHIPS:** TOTEM offers scholarships for members and their dependents in addition to those available through AFT and Union Plus.



**PROTECTION:** AD&D Coverage, Occupational Liability Insurance, Life Insurance and Free Identity Theft Protection.

**THE COST OF MEMBERSHIP** One time fee: \$100 APEA initiation fee, divided into 8 payments of \$12.50 each, deducted in consecutive checks. You will not pay this fee again. Monthly fee: \$59.67 for FT(20+ hrs/wk) or \$31.15 for PT (>20/wk.). Dues are deducted from the first paycheck of the month September through May (9 months), however, benefits are for a full year.