

**Attention Nevada Teachers:  
You are not required by law to be a member of a  
teachers' union**

***Know your rights!***

Under existing Nevada law, no teacher is required to be a member of a teachers' union. You have a choice!

***Here is the Nevada Code that Allows You to Quit the Union***

RECOGNITION OF AND NEGOTIATION WITH EMPLOYEE ORGANIZATIONS

**NRS 288.140 Right of employee to join or refrain from joining employee organization; discrimination by employer prohibited; limitations on nonmember acting for himself; membership of law enforcement officer.**

1. It is the right of every local government employee, subject to the limitation provided in subsection 3, to join any employee organization of his choice or to refrain from joining any employee organization. A local government employer shall not discriminate in any way among its employees on account of membership or nonmembership in an employee organization.

2. The recognition of an employee organization for negotiation, pursuant to this chapter, does not preclude any local government employee who is not a member of that employee organization from acting for himself with respect to any condition of his employment, but any action taken on a request or in adjustment of a grievance shall be consistent with the terms of an applicable negotiated agreement, if any.

3. A police officer, sheriff, deputy sheriff or other law enforcement officer may be a member of an employee organization only if such employee organization is composed exclusively of law enforcement officers.

(Added to NRS by 1969, 1377)

***How does a teacher resign from the union?***

The process takes a little bit of time and effort, but it is straightforward and can be done in just a few simple steps.

***Step #1***

***Know your district's union drop period***

Nevada districts have a specific time period when you can resign.

For most districts, the drop period is July 1-15.

***Step # 2***  
***Write a Letter***

Send a certified/registered/return receipt letter similar to the one on the next page. You can also hand deliver the letter. Make sure you have a copy and it is signed by the person receiving it.

Here is a sample letter.

Applicable Date

(Correspondent's Name)  
(Organization's Name)  
(Organization's Address)

Dear (insert name):

Effective immediately for the 2007-2008 school year and continuing until further notice, I hereby resign as a member at all levels of the NEA/NSEA.

Under the Education Article of the Annotated Nevada Code (NRS 288.140), and as established in relevant Collective Bargaining Agreements and School Board Policy, I may resign my membership by giving notice within the designated time period. It is for that purpose that I have written this letter, which I have sent to both the union and the school district.

Please cease deducting dues from my wages and remove my name from the union's membership list. Your cooperation is appreciated.

Sincerely,  
(Your signature)

(Your name printed)  
(Your Social Security Number)  
(Your home address)  
(Your employer's name)  
(Your work location)

### *Step #3*

***Send copies of your letter by mail (Certified Mail, if possible) to both your teachers' union and your employer***

One copy is sent to your union President or union office, and the other is sent to your school board's designee, usually a payroll manager or human resources director. Address each letter to the appropriate addresses in the table below. Make sure your letters are received during the appropriate drop period.

County	Local Union	District Contact
Carson City	Ormsby County Education Association 451 Sandalwood Dr Carson City, NV 89701	Carson City School District Human Resources Department 1402 West King Street, Carson City, NV 89703
Churchill	Churchill County Education Association 1845 Chelcie Street Fallon, NV 89406	Churchill County School District 545 East Richards Street Fallon, Nevada 89406
Clark	Clark County Education Association 4230 McLeod Drive, Las Vegas, NV 89121	Clark County School District 5100 West Sahara Ave. Las Vegas, NV 89146 USA
Douglas	Douglas County Professional Education Association 1281 Bodie Ct Gardenville, NV 89410	Douglas County School District 1638 Mono Avenue P.O. Box 1888 Minden, NV 89423
Elko	Elko County Classroom Teachers Association 160 Sage St. Elko, NV 89801	Elko County School District 1092 Burns Road P.O. Box 1012 Elko, NV 89803
Esmeralda	Esmeralda County Classroom Teachers Association P.O. Box 138 Dyer, NV 89010	Esmeralda County School District Office P.O. Box 560 Goldfield, NV 89013-0560
Eureka	Eureka County Teachers Association P.O. Box 738 Eureka, NV 89316	Eureka County School District 1 McCoy Street, P.O. Box 249 Eureka, NV 89316
Humboldt	Humboldt County Education Association 160 S. Highland Drive Winnemucca, NV 89445	Humboldt County School District 310 E 4th St Winnemucca, NV 89445
Lander	Lander County Classroom Teachers Association 615 Wild Horse Way Battle Mountain, NV 89020	Lander County School District 625 Weaver Avenue Box 1300 Battle Mountain, NV 89820
Lincoln	Lincoln County	Lincoln County School District

	Education Association P.O. Box 414 Panaca, NV 89042	P.O. Box 118 Panaca, NV 89042
Lyon	Lyon County Education Association 3675 Slate Wellington, NV 89444	Lyon County School District 25 East Goldfield Avenue Yerington, NV 89447
Mineral	Mineral County Classroom Teachers Association P.O. Box 826 Hawthorne, NV 89415	Mineral County School District P.O. Box 1540 501 C Street Hawthorne, NV 89415
Nye	Nye County Classroom Teachers Association P. O. Box 832 Pahrump, NV 89041	Nye County School District 484 S. West Street Pahrump, NV 89048
Pershing	Pershing County Classroom Teachers Association 250 Kruse Road Lovelock, NV 89419	Pershing County School District P.O. Box 389 Lovelock, NV 89419
Storey	Storey County Classroom Teachers Association P.O. Box 165 Virginia City, NV 89440	Storey County School District PO Box C Virginia City, NV 89440
Washoe	Washoe Education Association 1890 Donald St Reno, NV 89502	Washoe County School District 425 East Ninth Street Reno, NV 89520-3425
White Pine	White Pine County Classroom Teachers Association 73 East Grant Ely, NV 89301	White Pine County School District 1135 Avenue C Ely, Nevada 89301

## **Step #4**

### **Follow-up and check your pay stubs**

After you have done steps 1 through 3, wait until after September 1, when your dues should stop being taken from your check. Remind your district personnel that no dues are to be deducted and double-check to make sure none are being removed from your checks. If you are still receiving union materials, this is also an indication that your name has not been removed as requested.

### **Please understand the consequences of dropping your union membership:**

While dropping your union membership saves you money and prevents your funds from paying for the union's activities, you also lose all of your benefits and privileges. **Most**

**importantly, you will not be represented in bargaining negotiations with your school district.** Furthermore, you will lose your classroom liability insurance that the NEA provides, although this service can be obtained through many routes including the Association of American Educators (AAE). For information about AAE, please call toll free 1-800-704-7799 or visit the website [www.aeteachers.org](http://www.aeteachers.org).