

MEA Policy and Procedures on Service to Members and Non-Members

Updated 5/20/14

<b>Do we provide the service...</b>	<b>To Members In Good Standing?</b>	<b>To Non-Members (OBUMs)</b>	<b>To Members NOT in good standing</b>	<b>To Agency Shop fee-payers</b>
<b><i>Collective bargaining:</i></b>				
Filing a grievance at level 1	Yes	Yes	Yes	Yes
Processing a grievance short of arbitration	Yes	Yes	Yes	Yes
Arbitration of a grievance	Yes	Yes	Yes	Yes
<b><i>Legal Services for:</i></b>				
EEOC (various discrimination complaints)/ADA/FMLA/Whistleblower complaints	Yes	No	No	Yes
Unemployment hearing	Yes	No	No	No
Teacher Tenure	Yes	No	No	Yes
Wage and Hour complaints	Yes	No	No	Yes
Certification hearing	Yes	No	No	No
Retirement training & consultation	Yes	No	No	Yes
\$1 million legal liability coverage (EEL)	Yes	No	No	No
Layoff and recall litigation for those covered by the Teacher Tenure Act	Yes	No	No	Yes
\$35,000 reimbursement for legal fees/costs for the defense of criminal proceedings arising out of employment if exonerated.	Yes	No	No	No
Up to \$1,000 legal assistance when facing criminal charges related to employment	Yes	No	No	Yes
Discounted personal legal services through Goodman Acker law firm	Yes	No	No	No
<b><i>Professional Matters:</i></b>				
Assistance obtaining National Board Certification	Yes	No	No	No
Training on special education, employment law, bargaining, legal issues, Common Core, evaluation, grievance processing, leadership, etc.	Yes	No	No	Yes
Free online professional development	Yes	No	No	No

<b>Association Activities:</b>				
Eligible to attend local association meetings and social functions	Yes	No	No	No
Voting privileges (contract ratification, officers, etc.)	Yes	No	No	No
Eligible to hold elected office at local, state, national levels	Yes	No	No	No
Subscription to MEA Voice & NEA Today	Yes	No	No	Yes
Ability to attend local, state and regional MEA conferences and trainings	Yes	No	No	No
<b>From MEA-Financial Services:</b>				
• Discounts on auto insurance	Yes	No	No	No
• Discounts on homeowners insurance	Yes	No	No	No
• No-fee low interest VISA card	Yes	No	No	No
• MEA group term Life Insurance	Yes	No	No	No
• Discounts on Long term Care Insurance	Yes	No	No	No
• Member Investment programs	Yes	No	No	No
• Local access to MEA Financial Services representative	Yes	No	No	No
<b>From NEA Member Benefits:</b>				
• NEA Term Life Insurance at no cost	Yes	No	No	No
• Home Financing	Yes	No	No	No
• Student Loans	Yes	No	No	No
• Personal loans	Yes	No	No	No
• NEA Academy Online learning	Yes	No	No	No
• NEA Click and Save Discounts	Yes	No	No	No
• NEA Auto Purchase Program	Yes	No	No	No
• Jeep Preferred Pricing Plan	Yes	No	No	No
• NEA ID Theft protection	Yes	No	No	No
• NEA Magazine Service	Yes	No	No	No