



# Comparison of Local, MTA and NEA Membership vs. Non-Membership

Belonging to your local association, the MTA and the NEA empowers you as an educator to play an active role in shaping your career and creating the environment that you want for your students and your colleagues. Here is a comparison of the benefits and opportunities available to members vs. non-members. Our union is stronger when everyone belongs.

We provide advocacy, service, support and organizing assistance ...	To Members	To Non-Members
<b>Collective Bargaining and Representation</b>		
<p><b>Negotiations.</b> Your local union negotiates contracts that cover all employees in the bargaining unit. Therefore, everyone receives the salary increases, benefits and other rights in the contract. Higher education contracts include tuition benefits, safeguards for academic freedom and professional development.</p>	✓	✓
<p><b>Contract enforcement.</b> Your local union enforces the contract when management violates an employee’s rights as outlined in the contract. This enforcement benefits everyone because the union makes sure management doesn’t trample the rights of anyone — member or non-member.</p>	✓	✓
<p><b>Grievance representation.</b> Every employee has rights to the protection of the contract, and grievance rights to enforce the contract. The union will fairly represent every employee on the local level and defend contract rights. However, beyond contract enforcement, any additional resources and expertise from union staff and representatives may only be offered to members and the local association, never directly to non-members.</p>	✓	?
<b>Legal Services</b>		
<p><b>EEOC (various discrimination complaints)/ADA/FMLA/whistleblower complaints.</b></p>	✓	✗
<p><b>Employment discrimination claims</b> (age, gender, race, religion, sexual orientation, national origin, disability, etc.).</p>	✓	✗
<p><b>Statutory wage and hour complaints.</b></p>	✓	✗
<p><b>Unemployment compensation appeals.</b></p>	✓	✗
<p><b>\$1 million legal liability coverage.</b> The Educators Employment Liability policy protects educators from personal liability if sued by a parent or student.</p>	✓	✗
<p><b>Discipline and discharge.</b> MTA’s Division of Legal Services will assist you in understanding and defending your due process rights. Assistance to members includes enforcement of contractual and statutory rights. Assistance to non-members is limited solely to contractual matters.</p>	✓	✗
<p><b>Retirement consultation and representation.</b> The MTA will represent you in legal disputes with state retirement boards. In addition, the MTA offers retirement workshops and individual retirement counseling to members.</p>	✓	✗
<p><b>Criminal charges related to employment.</b></p>	✓	✗

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<b>Professional Matters</b>		
<b>Organizing assistance.</b> Includes developing a strategic response to complex issues with legislative, grassroots, coalition and member mobilization components. While all bargaining unit members benefit when we advocate for issues such as GIC reform, only members have a voice.	✓	✗
<b>Training and leadership development</b> in employment law, bargaining, legal issues, grievance resolution and support for your rights at work, organizing and strategic analysis.	✓	✗
<b>Conferences and strategic support</b> for professional development issues critical to higher education members and locals, including NEA Academy online learning.	✓	✗
<b>Association Activities</b>		
<b>Voting on local, state and national union matters.</b> You have a right to have a voice in and vote on union priorities, budgets and dues.	✓	✗
<b>Participation in union governance.</b> You have a right to hold local, MTA or NEA office and to elect your union representatives. Rights include serving on executive boards, negotiating teams or committees, and voting in the MTA's and NEA's annual meetings.	✓	✗
<b>Attending union conferences and trainings</b> at the local, regional, state and national levels including NEA higher education leadership conference.	✓	✗
<b>MTA Benefits</b>		
<b>Student loan debt assistance.</b> Free loan counseling and in-school loans and refinancing options are offered.	✓	✗
<b>Dental, vision and hearing benefits and discounts.</b>	✓	✗
<b>Home and auto insurance discounts.</b> Significant discounts are provided by Educators Insurance Agency.	✓	✗
<b>Discounted personal legal services through a pre-paid legal plan.</b>	✓	✗
<b>Disability insurance.</b> This insurance provides critical income protection when you are unable to work for an extended period of time. Long-term care and workers compensation insurance also available.	✓	✗
<b>Cell phone service discounts and discounts on products, services and attractions.</b> The MTA Benefits & Discount Directory and Access Nationwide Discounts can save thousands of dollars.	✓	✗
<b>Your family can benefit, too.</b> Most programs available to members are also free to family members.	✓	✗



**Massachusetts Teachers Association**  
2 Heritage Drive, 8th Floor | Quincy, MA 02171-2119