



MTA/NEA Membership vs. Non-Membership

A Comparison

Do we provide service, support and organizing assistance ...	To Members	To Non-Members
Collective Bargaining		
Negotiations. Your local union negotiates contracts for all employees in the bargaining unit. Therefore, everyone benefits from the salary increases, benefits and other rights bargained by the union.	✓	✓
Contract enforcement. 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.	✓	✓
Grievance representation. Every employee has grievance rights, and the union will fairly represent every employee on the local level. However, additional resources and expertise from union staff are only offered to members and local associations, never directly to non-members.	✓	✓
Legal Services		
EEOC (various discrimination complaints)/ADA/FMLA/whistleblower complaints.	✓	✗
Professional licensing disciplinary hearings.	✓	✗
Unemployment compensation hearings.	✓	✗
Teacher statutory due process representation (termination, non-renewal and dismissal). Non-renewals of employment contracts happen for a number of reasons. Assistance with understanding and defending your due process rights is one of the most useful benefits of membership.	✓	✗
Wage and hour complaints.	✓	✗
Teacher and ESP retirement training and representation. The MTA offers workshops to members who are preparing to retire to learn what steps they must take. The MTA also offers individual counseling when issues arise around collecting retirement benefits.	✓	✗
\$1 million legal liability coverage (EEL). One of the most popular reasons that people join the union is to gain liability coverage that protects them from personal liability if sued by a parent or student. Many schools cannot afford to carry such coverage.	✓	✗
Assistance with criminal charges related to employment.	✓	✗
Discounted personal legal services through LegalShield.	✓	✗

Do we provide service, support and organizing assistance ...	To Members	To Non-Members
Professional Matters		
Training in employment law, bargaining, legal issues, grievance processing, organizing, leadership, etc.	✓	✗
Professional development on special education, DESE and DCF rules and regulations, etc. Many school districts cannot afford to or do not offer meaningful professional development opportunities, especially for ESPs. MTA fills this void with annual statewide conferences as well as local and regional trainings to help teachers and ESPs become more valued professionals.	✓	✗
Assistance in obtaining National Board certification.	✓	✗
Association Activities		
Eligible to attend local union meetings and vote on contracts. This benefit literally gives you a voice in your workplace and union. You have a right to provide input on bargaining priorities, to vote on new contracts and engage with your union. Non-members do not have this right.	✓	✗
Right to vote on local, state and national matters and election privileges.	✓	✗
Eligible to hold elective office at local, state, national levels.	✓	✗
Ability to attend local, state and regional MTA conferences and trainings.	✓	✗
NEA Member Benefits		
NEA Term Life Insurance at no cost. On average, members who die of natural causes receive a \$2,000 to \$3,000 benefit for a beneficiary .	✓	✗
Home financing.	✓	✗
Student loans. The NEA helps members learn how to defer student loans and seek additional programs to ease the burden of student loan debt.	✓	✗
Personal loans.	✓	✗
NEA Academy online learning.	✓	✗
NEA Click and Save discounts. The NEA negotiates dozens of discounts for members, ranging from cheaper car insurance rates to discounts on cellphone bills, appliances and car rentals.	✓	✗
NEA auto purchase program.	✓	✗
NEA ID theft protection.	✓	✗
NEA Magazine Service.	✓	✗



2 Heritage Drive, 8th Floor | Quincy, MA 02171-2119

www.massteacher.org/allin