



## WEA Policy and Procedures on Service to Members and Non-Members

Services and Benefits of membership	For Members?	For Nonmembers?
<i>Professional Matters:</i>		
Jump Start National Board Certification.	Yes	No
Training and clock hours on special education, employment law, bargaining, legal issues, Common Core, evaluation, grievance processing, leadership, etc.	Yes	No
<i>Legal Services for:</i>		
Wage and hour complaints.	Yes – if approved by WEA General Counsel	No
Certification disciplinary hearing, representation at statutory adverse employment action hearings, and related legal assistance.	Yes – if approved by WEA General Counsel	No
Retirement seminars.	Yes	No
\$1 million legal liability coverage (EEL).	Yes	No
\$ reimbursement for legal fees/costs for the defense of criminal proceedings arising out of employment if exonerated.	Yes	No
Discounted personal legal services from participating attorneys.	Yes	No

<b>Services and Benefits of membership</b>	<b>For Members?</b>	<b>For Nonmembers?</b>
<b><i>Legal Services for (cont.):</i></b>		
Discharge arbitrations.	Yes - only if allowed under CBA and approved by local association	Yes – only if allowed under CBA and approved by local association
<b><i>Association Activities and Services:</i></b>		
Eligible to attend local association meetings and social functions.	Yes	No
Eligible to attend meetings to discuss contract grievances concerning the Individual.	Yes	Yes
Eligible to participate in bargaining surveys/provide input into bargaining	Yes	No
Voting privileges (contract ratification, officers, etc.).	Yes	No
Eligible to hold elected office at local, state, national levels.	Yes	No
Ability to attend local, state and regional WEA conferences, briefings and trainings.	Yes	No
Access to the Children’s Fund (reimbursement for preapproved spending on school necessities for students).	Yes	No
<b><i>Contractual Rights</i></b>		
Grievances up to arbitration.	Yes, if local association is in support	Yes, if local association is in support
Arbitration of a grievance.	Yes – only if approved by local association	Yes – only if approved by local association
<b><i>From NEA Member Benefits:</i></b>		
<input type="checkbox"/> NEA Term Life Insurance at no cost	Yes	No
<input type="checkbox"/> Home Financing	Yes	No
<input type="checkbox"/> Student Loans	Yes	No
<input type="checkbox"/> Personal loans	Yes	No
<input type="checkbox"/> NEA Academy Online learning	Yes	No
<input type="checkbox"/> NEA Click and Save Discounts	Yes	No
<input type="checkbox"/> NEA Auto Purchase Program	Yes	No
<input type="checkbox"/> NEA ID Theft protection	Yes	No
<input type="checkbox"/> NEA Magazine Service	Yes	No