

WHY WE ARE **ALL** **IN**



UNION
POWER

- 1 Power and Voice**

Our union gives us a voice and the power to improve our working conditions and students' learning conditions. Through collective action, we have fought for fair and equitable treatment of all public education employees, preserved health insurance benefits, challenged standardized testing and privatization, and championed racial and economic justice.
- 2 Bargaining Strength**

Bargaining is the powerful tool we use to demand fair wages and benefits and create the workplaces we deserve. Members within each local define the priorities they want to achieve through bargaining, and the grievance process gives us the ability to enforce our workplace rights.
- 3 Funding**

Our collective voice calls for the funding necessary to enable all students to have access to an excellent public education, from preK through graduate school. Working together, we won the *Student Opportunity Act* and the Fair Share Amendment. The latter will provide up to \$2 billion a year in additional funding for public education and transportation.
- 4 Advocacy and Accountability**

Our union has a grievance process that addresses contract violations and empowers us to stand together against unjust and unfair treatment. We also pursue unfair labor practice charges when management fails to bargain with us or retaliates based on union activity. We advocate for meaningful legislation, including the *Thrive Act*, which would end punitive use of the MCAS exams.
- 5 Democracy**

Every member's voice counts. Local, state and national union leaders are elected by members. Members vote on contract agreements and take action through the union on the issues that matter most to them.
- 6 Fairness**

Unions have fought for and must defend important legal protections against unjust firings and other job-related sanctions.
- 7 Legal Services and Liability Insurance**

Our union provides expert attorneys at no additional cost to members for legal assistance and representation on issues that may arise from your employment. Your membership also includes an insurance policy that provides up to \$1 million in civil liability coverage for claims made against you in your role and capacity as an educator.
- 8 Professional Training and Leadership Development**

The MTA and the NEA coordinate live, online and hybrid trainings and workshops available at no cost or low cost to members. Many offerings provide you with professional development and opportunities for growth so that you can become a leader — in your local, at the state and national levels, and in your community.
- 9 Collaboration with Colleagues**

Members connect with colleagues across the state in member-led communities that reflect the diverse districts we work in, join MTA committees and attend conferences addressing issues connected to racial and social justice, public education and workers' rights.
- 10 Economic Benefits**

Your membership includes thousands of dollars in savings — more than the cost of your dues — on goods and services ranging from student loan assistance and debt counseling to discounts on travel and school supplies. See other side for details.

MTA Benefits

Use your MTAB benefits and discounts, found at mtabenefits.com, and your member ID number (which can be found on your MTA card) to access all of the savings that help you and your family spend less on the things you need every day. You can save thousands of dollars a year if you take advantage of these benefits:

- Auto, home, dental, life, disability and accident insurance.
- Financial planning, mortgage savings, debt management, student loan assistance and mental health services.
- Hotels, car rentals, theme parks and travel insurance.
- Discounts at more than 350,000 locations locally and nationwide.
- School and work supplies.

NEA Benefits – Free Automatic Coverage for MTA Members

NEA Complimentary Life Insurance

- \$1,000 of life insurance.
- Up to \$5,000 of accidental death and dismemberment (AD&D) coverage.
- \$50,000 of AD&D insurance for any covered accident that occurs while on the job or serving as an association leader.
- \$150,000 of life insurance if you're an unlawful homicide victim while at work.

Educators Employment Liability (EEL) Program

- Up to \$1 million limit in damages if you are sued for liability arising out of your educational employment activities.
- Up to \$300,000 limit in coverage if you are sued in an employment-related matter that involves civil rights violations.
- Up to \$35,000 reimbursement for attorney fees if you are charged in an employment-related criminal proceeding, if you are exonerated.
- Up to \$1,000 reimbursement for bail bond premium if you are arrested in an employment-related criminal matter.
- Up to \$500 for personal property damage if you are assaulted on the job.