

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

Services and Benefits of Membership	For Members?	For Non-Members?
Professional Matters:		
Jump Start National Board Certification	Yes	No
Training & clock hours on SpEd, employment law, grievance processing, bargaining, evaluation, legal issues, Common Core, leadership, etc.	Yes	No
Legal Services for:		
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
Financial 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
Discharge arbitrations	Yes - only if allowed under CBA & approved by Local	Yes - only if allowed under CBA & approved by Local
Association Activities and Services:		
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 to bargaining	Yes	No
Voting privileges (contract ratification, electing officers, etc.)	Yes	No
Eligible to hold elected office at local, state, and national levels	Yes	No
Ability to attend local, state, and regional WEA conferences/trainings	Yes	No
Access to the Children's Fund (reimbursement for preapproved spending on school necessities for students)	Yes	No
Contractual Rights:		
Grievances up to arbitration and arbitration of a grievance	Yes, if Local is in support	Yes, if Local is in support
From NEA Member Benefits:		
<u>NEA Complimentary Life Insurance (at no cost)</u>	Yes	No
<u>Home Loan</u> and <u>Auto Buying Program</u> , plus <u>Student & Personal Loans</u>	Yes	No
<u>NEA Discounts on Travel and Vacations</u>	Yes	No
<u>NEA Discount Marketplace</u>	Yes	No
<u>NEA Student Loan Forgiveness and Refinancing</u>	Yes	No
<u>NEA Magazine Service</u>	Yes	No