

# WHY WE ARE

# ALL IN

UNION  
POWER

## Higher Ed | TEN GOOD REASONS

- 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 higher education employees, preserved health insurance benefits, challenged privatization plans 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 and chapter define the priorities they want to achieve through bargaining, and the grievance process we negotiate gives us the ability to enforce our workplace rights. Because public higher education workers are state workers, part of bargaining for wages is joining with other state worker unions to fight for a fair wage package from the governor. This work begins before your local goes to the bargaining table.
- 3 Funding**

Our locals across the state work with students and community supporters to ensure our public colleges and universities have the staffing and resources needed. Our advocacy at the state and federal levels for affordable college is especially important for ensuring opportunity for students of color and for those who are first-generation or low-income students. Working together, we won the Fair Share Amendment, which will provide about \$2 billion annually in additional funding for public transportation and education, of which a significant portion has already been appropriated for public higher education.
- 4 Advocacy and Accountability**

Union members bring the concerns of campus employees and students to the attention of lawmakers and college administrators. We continue to fight for better pay and benefits for adjunct and part-time faculty, and for all higher education employees. We engage and challenge decision-makers, from college presidents to boards of trustees, from members of the Legislature to the governor and her administration.
- 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 protected rights such as just cause, due process, job security, fair appointment and classification advancement. We defend members against unjust treatment on the job.
- 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 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, your college and your community. This includes a biannual higher education conference just for MTA higher ed members.
- 9 Collaboration with Colleagues**

Members connect with colleagues across the state, join committees and attend conferences addressing issues connected to education and workers' rights.
- 10 Economic Benefits**

Your membership includes access to thousands of dollars in savings — more than the cost of your dues — on goods and services ranging from auto insurance to vacation planning.



## MTA Benefits

Use your MTAB benefits and discounts, found at [mtabenefits.com](http://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 hundreds 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.
- Eat, shop, play and travel discounts at more than 1 million retailers.

## NEA Benefits

### 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 become 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.

