

UNION MEMBERSHIP PAYS OFF

NJEA members belong to the pre-eminent professional organization working for public school employees and advocating for public education and New Jersey's 1.5 million public school students. As an NJEA member, you:

- Receive \$1 million employment **liability insurance**. If you are sued for events in the workplace, you will **not** be responsible for your own legal defense and payment of any judgment.
- Can **vote** on contract ratification, election of officers, or any other Association matters.
- Can serve on your local bargaining team or **provide input** into negotiations of your local association contract.
- Are eligible for **legal services** if you are unlawfully laid off or your employer unlawfully fails to recall you (for members with recall rights).
- Are eligible for **criminal defense representation** of employment related criminal charges brought against you.
- Are eligible to receive up to \$35,000 reimbursement for legal fees/costs from the **Educators Employment Liability** insurance program for the defense of criminal proceedings arising out of your employment for allegations of corporal punishment or other employment related criminal allegations if exonerated.
- Are eligible for **legal services** for tenure claims, certification issues, retirement issues, wage and hour claims, and workers compensation claims.
- Are eligible for **legal services** for discrimination claims arising out of your employment (including, but not limited to race, color, sex, religion, national origin, age, disability, height, weight, marital status, or union activity).
- Are eligible for **legal services** stemming from investigations by Criminal and Child Protective Services emanating from your employment.
- Are eligible for any of the free professional development or leadership **training** that is available to members.
- Can attend **trainings** sponsored by your local association, your county association, NJEA, or NEA on topics such as special education, employment law, bargaining, legal issues, evaluation, leadership development, and much more.
- Are eligible for **advice** on employment-related statutory rights.
- Are eligible for free **retirement consultation services** or certification consultation services.
- Are eligible for free admission to the annual **NJEA Convention**.
- Can **participate in your local** association meetings, elections and social events.
- Can **hold office** at the national, state, county, or local association level to help direct the work of the union.
- Are eligible to **receive assistance** in obtaining National Board Certification.
- Can access a **complete member benefits** program including special services such as discount buying, home and auto insurance, travel, credit cards, and more.



**My voice,
my choice.**

Should a local lose more than 50 percent of its members it could be

DECERTIFIED

- There will be **no contract** and no union for at least one full year. If a local reforms, all contractual provisions will have to be renegotiated from scratch.
- **Salaries** and **health benefits** will be at the will of the board of education.
- **Personal days** will be at the will of the board of education if they offer any at all.
- **Vacation days** for twelve month employees will be at the will of the board of education if they offer any paid time off at all.
- There will be **no just cause language** for discipline and termination will be at the will of the board of education for non-tenured staff.
- There will be **no grievances** to enforce terms and conditions of employment that the union can assist with.
- There will be **no past practices** with the loss of a union.
- **Uniform allowances** will be at the will of the board of education.
- There will be no seniority language or Reduction-in-force (RIF) language for ESP members. The board will be able to **terminate or RIF whomever they wish** with no recourse.
- There will be no one to assist with **privatization** fights.
- There will be **no longevity** unless the board of education decides to grant it.
- There will be **no holidays** or extra pay.
- Coaching and extra-curricular **salaries** will be entirely up to the board of education.
- There will be **no shift differentials** unless the board of education decides to grant them.
- All **stipends** for extra work (committees, home instruction, black seal licenses, pesticide licenses) will be at the will of the board of education.
- The board of education will determine how **overtime** is distributed.
- **Work hours and the work year** will be determined solely by the board of education with no recourse for added time or days to the work year.
- **Sick bank days** will be eliminated unless the board of education decides otherwise.
- **Bereavement** leave will be entirely up to the board of education.
- **Tuition** reimbursement will be entirely up to the board of education.

