

# WHY WE ARE **ALL**



UNION  
POWER

# IN

## 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 define the priorities they want to achieve through bargaining, and the grievance process we negotiate gives us the ability to enforce our workplace rights.

## 3

### **Funding**

State support for public higher education is down significantly from its peak in 2001. Our locals and chapters across the state work with students and community supporters to make sure our public colleges and universities have the staffing and resources they need — and that students are not forced into crippling debt.

## 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 faculty members. We engage and challenge decision-makers, from college presidents to boards of trustees, from members of the Legislature to the governor and his 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 protect 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 Assistance and Liability Insurance**

Our members and locals receive legal representation at no additional cost in matters related to employment. Members are also eligible for \$1 million in liability protection through the National Education Association.

## 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.

## 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

### **Save on Goods and Services**

Through MTA Benefits, your membership includes access to numerous financial savings on goods and services ranging from auto insurance to wellness programs. See other side for details.

## MTA Benefits

Use your *Benefits & Discount Directory* and your member ID number — which can be found on your MTA card — to access all of the discounts that help you and your family spend less on the things you need every day. Your savings can add up to hundreds of dollars a year if you take advantage of these benefits:

- Auto, home, dental, life, disability and critical illness insurance
- Credit card and student loan debt counseling programs
- Travel, hotels, car rentals, theme parks and travel insurance
- Discounts at more than 1,000 locations locally and 325,000 nationwide

## NEA Benefits – Free Automatic Coverage for MTA Members

### NEA Complimentary Life Insurance

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

### 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
- 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