



# Benefits of LWEA Membership

## Collective Bargaining

You enjoy the benefits, rights, and protections that LWEA members win in collective bargaining of our contract with LWSD.

LWEA member?	
Yes	No
	

You have a say in negotiations through participation in LWEA bargaining surveys, committees, listening sessions, and representative groups, and have direct access to LWEA leaders to voice your concerns.



	
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You can vote on ratification—whether or not the agreements reached by the LWEA and LWSD bargaining teams will go into effect.

	
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## Member Advocacy

If you are being investigated by LWSD for potential disciplinary action, LWEA will provide you with representation in any investigatory meetings.

LWEA member?	
Yes	No
	

If there is a violation of the contract, LWEA will provide an advocate at our members' expense to enforce your rights through the grievance and arbitration mechanisms of the contract (subject to LWEA's good faith determination that the underlying claim is meritorious).

	
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You can consult with LWEA officers, building reps, and/or Uniserv Director on potential alternative solutions to workplace problems that LWEA makes a good faith determination do not rise to the level of a grievance.

	
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You can request advocacy by LWEA officers, building reps, and/or Uniserv Director on issues relating to your working conditions not covered by the contract through LWEA-LWSD Labor Management meetings and other informal channels.



	
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You can seek guidance from LWEA officers, building reps, and/or Uniserv Director on challenging day-to-day workplace issues, such as navigating relationships with difficult administrators or parents, and protecting yourself against disciplinary action or negative evaluation findings.

	
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## Legal Support

WEA will provide an attorney to represent you in claims of improper termination, non-renewal, or suspension without pay by LWSD.

LWEA member?	
Yes	No
	

WEA will provide an attorney to represent you in appealing LWSD findings of lack of sufficient improvement pursuant to statutory probation process (subject to expert witness determination appeal's merit).

	
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WEA will provide an attorney to represent you during investigations by the OSPI into alleged violations of the Code of Professional Conduct.

	
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You have access to the NEA's Attorney Referral Program for free consultation with local attorneys on real estate, domestic relations, traffic violations, consumer protection, and wills and estate matters.











	
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You are covered by the NEA's \$1,000,000 Education Employment Liability Insurance program.









	
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# Benefits of LWEA Membership (continued)







## Professional Development

	LWEA member?	
	Yes	No
Professional Development Certification – NBCT Cadre (\$150-650)		
Professional Development – Jump Start Programs (\$50-250)		
Professional Development – TPEP, CCSS, Diversity, Culturally Responsive Strategies, Inclusionary Practices, STEM, Certification and Renewal, etc.		
Professional Development – WEA-Retired Seminars (Pension, retirement benefits, etc.)		
Professional Development – Human Civil Rights, Leadership Development, Special Ed Boot Camp, Bargaining Training, LWEA/WEA/NEA trainings and conferences, etc.		

## Association Activities

	LWEA member?	
	Yes	No
LWEA meetings and social functions		
Communications – Newsletters, surveys, NEA periodicals, etc.		
Ability to vote in LWEA leadership elections and hold office		
Participation in LWEA discussions with local/state/federal elected officials regarding issues and decisions relevant to K-12 students and staff		

## NEA Member Benefits

	LWEA member?	
	Yes	No
Free NEA Term Life Insurance		
NEA Member Click-and-Save Discounts (life/auto/home insurance, travel and leisure, credit cards, etc.)		
Access to NEA special financing programs (mortgages, student loans, personal loans, Auto Purchase Program)		
NEA Identity Theft Protection	