

# NEA-NH and AFT-NH There is a difference.



	<b>NEA-New Hampshire</b>	<b>AFT-NH</b>
<b>New Hampshire Members</b>	17,000	4,000 <sup>1</sup>
<b>2017-18 Dues Comparison</b> (Does not include \$50.00 local dues assessed by JSTA)	\$460.60 NEA-NH state dues \$189.00 NEA national dues Total \$649.60 NEA-NH dues amounts are listed on our website <sup>9</sup> .	AFT-NH represented teacher in: <ul style="list-style-type: none"> <li>• Rochester pays \$542.50 per year<sup>2</sup></li> <li>• Timberlane pays \$551.00 per year<sup>3</sup></li> <li>• Nashua pays \$700 per year<sup>4</sup></li> </ul> AFT national dues are \$231.36 <sup>5</sup>
<b>Focus on Educators</b>	100% of members work in public education and support positions, including classroom teachers and other certified professionals, instructors at public higher education institutions, students preparing for a teaching career, education support professionals and those retired from the profession.	Almost one-quarter of AFT-NH locals are not affiliated with public education <sup>10</sup> , opening potential conflicts of interest when representing educators and others involved in the same case, or testifying on bills that educators support, but other groups also represented by AFT-NH may not.
<b>Dedicated Local Professional Support</b>	1 UniServ Director and 1 UniServ Assistant are dedicated to your region. In addition, full-time Staff Attorneys, Benefits, Communications, Professional Development, Organizing, and Legislative professionals are on staff in Concord.	1 full-time field employee for the entire state who also serves as staff attorney <sup>6</sup> . Extra legal, legislative, and negotiations assistance often brought in from out-of-state.
<b>Professional Development</b>	Conferences and workshops offered throughout the year and across the state to provide opportunities to increase skills, learn new education concepts, and earn Professional Development credits included in dues. UniServ staff provide specialized trainings to regions and local associations as well.	AFT-NH offers Building Representative and Steward Training <sup>7</sup> . Local AFT-NH associations offer other workshops.
<b>Contract Results</b>	The last contract NEA-NH helped Newfound Area Teachers' Association negotiate and pass contained steps plus 2.5% and 3% increases <sup>8</sup> .	The first contract AFT-NH helped Newfound teachers negotiate contained only step increases in the first year, and a 1% increase in the second year <sup>8</sup> .
<b>Promoting Community Relations and Getting Your Contract Passed</b>	NEA-NH provides unrestricted grants, access to local voter identification data, message and organizing support, media training, and a variety of voter mobilization tools, to our locals. Our regional and state staff design, implement and subsidize a voter communication and mobilization plan customized to your town.	AFT has access to voter information data. To our knowledge, AFT-NH has not provided grants or matching funds to assist locals in securing local voter support.
<b>Experience</b>	NEA-NH was founded in 1854 by teachers and has over 230 local associations, each one serving the needs of NH's public school educators. We are governed by members, elected by members to term limited leadership positions. Members set our dues and members make all candidate recommendations.	AFT-NH began in NH in the mid 1970's and has 25 local associations, 6 of which have no affiliation with public education <sup>10</sup> .

**Sources:**

- 1 - AFT-NH website. Press Release, 10/7/2016, <http://nh.aft.org/press/aft-nh-releases-nh-house-endorsements>
- 2 - AFT-NH Member, Rochester Federation of Teachers, #3607
- 3 - AFT-NH Member, Timberlane Teachers Association, #4796
- 4 - Former AFT-NH Member (2016-2017), Nashua Teachers Union, #1044
- 5 - AFT Memorandum - Agency Fee Rates 2017-2018, [https://www.aft.org/sites/default/files/agencyfee17-18\\_national.pdf](https://www.aft.org/sites/default/files/agencyfee17-18_national.pdf)
- 6 - Leadership page, AFT-NH website; <http://nh.aft.org/leadership>
- 7 - Past Events Page, AFT-NH website, listing for 11/4/2017, <http://nh.aft.org/events/past>
- 8 - Comparison of Salary Schedule Appendix (page 14) of 2016-2017, Newfound Areas Teachers Association Agreement 2015-2016 and 2016-2017 negotiated by NEA-NH, and Appendix A (page 21) 2017-2018 of Newfound Teachers Union contract 2017-2019 negotiated by AFT-NH
- 9 - NEA-NH 2017-2018 Dues Chart, [https://neanh.org/201718\\_dues/](https://neanh.org/201718_dues/)
- 10 - AFT-NH website, Locals, <http://nh.aft.org/locals>



## Membership Benefits and Services

### MEMBERSHIP PROVIDES YOUR LOCAL WITH 31 FULL TIME NEA-NH STAFF MEMBERS THAT SPECIALIZE IN:

- **Community Engagement.** Building a community of educators to promote public education and educators' needs.
- **Amplifying your voice.** Educator voices are essential for good decisions affecting our schools.
- **Watching your back.** Education can be litigious. With NEA, 3.2 million members help ensure your rights are protected.
- **Promoting fairness.** Schools work better when educators know nobody gets a sweetheart deal.
- **Legal defense.** Nine professional advocates plus two full-time attorneys are a call away.
- **Taking your voice to the State Board of Education.** NEA-NH representatives are respected attendees of all meetings.
- **Work across the aisle for Workers' Rights.** Building relationships with lawmakers and regulators to ensure rules and laws are just and fair.
- **Every child deserves a fair education, no matter their zip code.** Obtaining the resources to provide a great public education for every student.
- **Strong local associations.** Helping members decide how Association resources are used.
- **Decades of bargaining experience.** Negotiating contracts since 1975 - when collective bargaining began in NH.

### NEA-NH can specifically assist with:

- Professional development. NEA-NH has offered professional development since its founding in 1854.
- Unwanted attention or unfair treatment due to personal characteristics such as gender, ability, or age.
- Questions about job security.
- Complications with your teaching or paraprofessional certification.
- Helping to prepare for retirement.
- Navigating difficult situations with students and parents.
- Resolving conflict with a supervisor.
- Ensuring you have leave time for family and life.
- Stretching your paycheck. NEAMB.com offers many discounts and programs designed for you.
- *Just about anything else your work life brings you.*

### OTHER IMPORTANT BENEFITS

- **Timely Information.** NEA-NH is the source for accurate and timely information on education and labor issues. Members receive the Educator, a member-focused newspaper sent throughout the year and The Insider, an electronic newsletter sent weekly.
- Receive discounted rates or attend free of charge for professional development workshops and training both regionally and statewide on issues important to educators.
- NEA-NH Attorney Referral Program – two 30-minute legal consultations for certain non-employment related matters free of charge and reduced attorney rates.
- NEA-NH fights to preserve retirement benefits for professionals.
- Liability insurance for employment related incidents with coverage up to one million dollars.
- NEA Member Benefits - insurance discounts for auto/home, financial and Click-n-Save Program.
- NEA-NH is part of a national organization working to improve public education for all students.

**\*Non-members and Agency Fee Payers are only entitled to services on representational matters contained within a governing collective bargaining agreement.**

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