

# Weighing the decision of which teachers organization to join?

## EAN or NFT



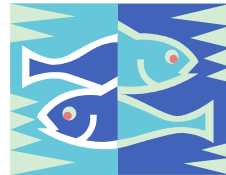
Here is information to help you decide.

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## Accomplishments of the EAN/VEA/NEA

- The EAN successfully negotiated the increase of \$100 to \$200 in supply reimbursement to all teachers providing direct instruction.
- The EAN secured a waiting period reduction in the sick leave bank and was the first to propose the sick leave bank concept nearly twenty years ago.
- The EAN proposed and successfully negotiated accumulation of unused personal leave at the employee's option.
- The EAN is the only organization to have won a lawsuit against Norfolk Public Schools in defense of members' rights.
- The VEA led a statewide coalition in 2004 that broke the Virginia General Assembly budget deadlock to produce \$1.5 billion for public education.
- The NEA financed and won the lawsuit establishing the right of women to continue teaching while pregnant.

## NFT Fish Stories



In the past, NFT representatives have told the following “fish stories” while recruiting.

- They have said that the EAN allows administrators to join. Just like the NFT, the EAN has a provision that does not allow administrators to be members.
- They have said that the EAN does not have membership meetings. In fact the EAN meets monthly with its building representatives and invites all members to attend.
- The NFT says that new members have to return their \$100 gift if they decide to switch to the EAN. This is not true. Virginia is a “right to work” state and NFT members may switch to the EAN at any time and are not required by law to return the \$100.

*More on next page.*



# BIG Differences



**State  
Organization  
The Power of 3**

**National  
Affiliation**

**Term  
Limits**

**Secret  
Ballot**

**Financial  
Records**

## EAN/VEA/NEA

As a member of the Education Association of Norfolk (EAN), you are also a member of the Virginia Education Association (VEA). The VEA is the ONLY organization representing teachers and education support professionals at the state level. The VEA's 58,000 members in all of Virginia's 144 localities, are the leading voice for education in Richmond and are recognized by the General Assembly as the most effective voice for education.

As a member of the EAN, you are also a member of the National Education Association (NEA). With 2.7 million members, the NEA is the largest professional employee organization in the nation and is committed to advancing the cause of public education.

The EAN/VEA/NEA believes in term limits for their officers. Our president can only serve two two-year terms. Change in leadership means fresh ideas and gives our members the opportunity to participate in the democratic process.

The EAN/VEA/NEA allows all members to vote by secret ballot for its president, executive board, and convention delegates.

The EAN/VEA/NEA releases its budget, financial report and audit on an annual basis for members to review and building representatives to vote on.

## NFT/AFT

As a member of the Norfolk Federation of Teachers (NFT), you are NOT affiliated with a state organization (*there is no "VFT"*). The NFT does not have a state organization advocating in Richmond solely for education. The AFT has fewer than 5,800 members in only 4 localities.

As a member of the Norfolk Federation of Teachers (NFT), you are affiliated with the American Federation of Teachers (AFT). With 1.3 million members, the AFT is an affiliated union with the AFL-CIO.

The NFT/AFT does not have term limits for their officers. The current NFT president has been in office for over 20 years.

The NFT/AFT does not have a provision in their by-laws which mandates voting by secret ballot.

The NFT/AFT refuses to release copies of its budget, financial reports, or annual audit.