

AFFILIATION AGREEMENT

University Education Association, Minnesota Education Association
and National Education Association

PART I - AUTONOMY

The University Education Association, herein after referred to as the UEA, shall be an Affiliate Organization of the Minnesota Education Association and the National Education Association. As an Affiliate Organization, UEA will be identified as a part of both the MEA and the NEA and will be subject to their respective Constitutions and Bylaws. A yearly audit will be required according to MEA Bylaws.

UEA local chapters shall be considered MEA-NEA-UEA local chapters (affiliates) as well as UEA local chapters with all rights and responsibilities.

The UEA shall elect its own officers, hold its own meetings, adopt its own rules and policies, and retain its own name as the University Education Association, and maintain its autonomy in all areas as specified within the constitution of the UEA, provided it is not in conflict with the MEA/NEA Constitution and Bylaws.

PART II - FINANCES AND SERVICES

- A. MEA/NEA shall provide the following for the terms of this agreement:
- 1) Expenses for one member of the MEA Board of Directors, and mileage for council meetings and the Representative Assembly.
 - 2) Expenses for maintaining an office for the UEA.
 - 3) Assistance with travel expenses associated with the negotiating process.
 - 4) Adequate and appropriate MEA/NEA professional and support staff assistance shall be provided to UEA and its members on an ongoing basis.
- B. MEA/NEA shall provide the following services:
1. To UEA members:
 - a. Protection of tenure and the guarantee of due process.
 - b. DuShane Emergency Fund for teacher rights.

- c. Special Services: In-hospital income plans, free publications, discount book purchases, tax-sheltered annuities, mutual funds, insurance programs, travel programs, and other services as they become available.

C. MEA shall provide the following additional services:

1. To UEA Members:

- a. Insurance protection for organization activities: liability and accident coverage for officials of the organization will be provided.
- b. MEA facilities will be available for printing and mailing publications. The standard procedures applied to all departments will be followed.
- c. If legal assistance is necessary in connection with organization activities, the MEA's legal services will be provided following MEA Board Policy.
- d. MEA services in research, negotiations and public relations will be available.
- e. MEA staff members will be available to assist the UEA in planning workshops, institutes, conferences, and conventions.
- f. MEA staff and facilities will be available for promotion of the UEA legislation program.

2. To UEA members:

- a. Legal Assistance - Free legal counsel in professional matters available for members according to MEA/NEA Unified Legal Services Program.
- b. Field Services - Assistance with local chapter organization problems.
- c. Special Services - Accessibility to any programs that become available through Member Services.
- d. Teaching Materials - The Advocate, research information, and a variety of films, tapes and filmstrips--available for use by members.
- e. Professional Growth - Educational conferences and conventions available to members.

UEA may appear before the MEA Finance Committee during any year to request additional funds.

PART III - MEA/NEA GOVERNANCE

A. NEA

- 1) The UEA is entitled to all NEA benefits and privileges afforded to MEA/NEA affiliates.

B. MEA

- 1) MEA Representative Assembly - The UEA shall be entitled to representation at the MEA Representative Assembly as provided in the ARTICLES OF ASSOCIATION AND BYLAWS OF THE MINNESOTA EDUCATION ASSOCIATION.
- 2) MEA Board of Directors - The UEA shall be entitled to one member on the MEA Board of Directors with full voting rights.
- 3) MEA State Councils - The UEA shall have one representative on each of the MEA State Councils.

PART V - DUES REMITTAL

UEA members shall pay the active unified membership dues of the MEA/NEA and shall be considered active members in good standing of the UEA/MEA/NEA. Unified dues shall be collected by the UEA and such amounts as agreed to will be forwarded to the MEA according to the following schedule: first payment due on November 15 with monthly payments following and the final balance due on or before July 31.

Additional local dues may be established by the local chapters of the UEA.

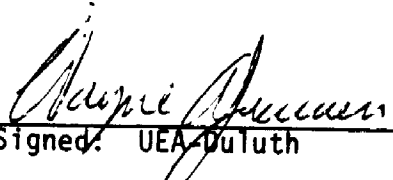
PART VI - DURATION

This agreement shall be in full force and effect from September 1, 1988 except that the agreement may be modified by mutual consent.

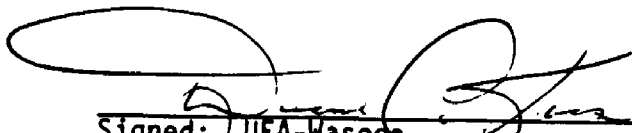
Any dispute arising as to the interpretation, application, or enforcement of any of the provisions of this Agreement, or of any modifications or instruments of understanding made to it and agreed by the parties, shall be resolved by arbitration in accordance with

expedited rules of voluntary arbitration of the American Arbitration Association in effect on the date of the demand for arbitration. Costs of arbitration shall be shared equally by the parties. Said arbitration will be final and binding upon the parties.

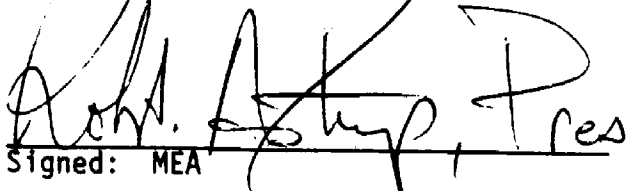
UEA Membership Count full-261 FS-81 on October 31, 1988.


Signed: UEA-Duluth

10/27/88
Date


Signed: UEA-Waseca

10/27/88
Date


Signed: MEA

9/22/88
Date

JS/bjs