

Your IEA membership guarantees representation at the bargaining table and ensures you have access to free legal services should the need ever arise.

## UniServ Directors – IEA’s front-line

UniServ Directors (UDs), located at 22 offices statewide, are IEA’s front-line support for your local association. UD’s advocate for your best professional interests and support your efforts to provide high-quality education. Your working conditions are your students’ learning conditions. Like you, IEA wants both to be the best they can be.

## Contract negotiations

As a public education employee, your union, as your exclusive bargaining representative, has the legal right to negotiate the terms of your employment. Your contract is the basis for most of your employee rights. It spells out your working hours, evaluation process, work/life benefits, job responsibilities, use of social media and school safety.

Your UD supports your local representatives as they negotiate contracts representing your – and ultimately your students’ – best interests.



## Other areas of expertise

UDs also help your local association, at no additional cost, with:

- Contract interpretation
- Grievance processing
- Job security protection
- Training programs to meet local needs
- Employee counseling for work-related problems
- Arbitration case presentations
- Unemployment information
- Bargaining crisis preparation
- Retirement concerns
- Public relation programs development
- Governance matters assistance
- Civil rights violations process
- IEA-NEA benefits access

## Legal services – protects members

Protecting your rights as a public school employee is at the core of IEA’s mission. IEA employs nine in-house attorneys and legal support staff, and when needed, calls on highly skilled outside legal expertise – all available to you at no additional cost.

Legal Services staff are experts in education law who work directly with your UD and local leadership on issues such as:

- Wage and hour laws
- Unfair labor practices
- Layoff and recall
- Retirement
- Fringe benefits
- Unemployment compensation
- Education funding
- Negotiation
- Discrimination
- Health and safety
- Civil rights
- Contract enforcement

## Financial safeguard – Educators Employment Liability (EEL) Program

Working with children is one of life's greatest privileges... and riskiest propositions. Education environments can expose even the best teachers and staff to situations that may give rise to legal actions.

Your IEA membership automatically provides you \$1 million professional liability insurance coverage through the Educators Employment Liability program. This coverage includes attorneys fees, so you won't have to pay out of your own pocket to defend yourself from employment-related civil lawsuits.



## Training

Legal Services provides extensive training to your local representatives – and you. We ensure teachers understand laws governing their employment and how to steer clear of potential legal situations. When you know your rights and responsibilities, we can often locally resolve, and even entirely avoid, costly and time consuming legal action.

We also provide extensive training to UD's on recent education laws and how to identify potential legal issues. Your UD is prepared to evaluate any legal aspect of your work and provide guidance on your options.

## Get to know your legal rights

IEA offers "live" training sessions and education-specific legal video courses through the online learning portal, accessible through the Members Only link at [www.ieanea.org](http://www.ieanea.org).

## It could happen to anyone

Legal actions can happen to anyone, even the best employees and staff, through no fault of their own. Here are true stories of how IEA Legal Services has protected IEA members.

### *Threatened teacher is protected*

Administrators determined that a high school student's online threat to kill his teacher wasn't serious, opting (without informing the teacher of the threat) to give the student a one-day, in-school suspension. IEA Legal Services, acting on the teacher's behalf, obtained an order of protection against the student and convinced the court to direct the district to present a plan explaining how the student would be escorted on school property to ensure no contact with the threatened teacher.

### *Classroom aide gets her job back*

A guest in an early childhood classroom falsely accused a classroom aide of slapping a child. The child had spit on the aide who, in response, raised her hand to block herself and to signal the child to stop. The aide wiped the child's chin and then took his hand to walk to the sink. The classroom teacher and another aide did not witness the event. The school's special education director and principal interviewed the accuser and the aide, who stated she did not slap the child. Still the school board voted to dismiss the aide. IEA Legal Services arbitrated the case and won an award reinstating the aide to her job with full back pay and benefits. ■