



MIEA

2024 State of Our Union

Representative Assembly



PRESENTATION OVERVIEW



REVIEW THE PAST YEAR

- Organizational Changes
- Accomplishments
- Review of Membership



GOALS FOR UPCOMING YEAR



DELEGATE LEADERSHIP

- Empathy
- Self-Reflection
- Problem Solving & Growth Mindset
- Ownership
- Responsibility



Invitation to Create Necessary Space

*Adapted from
Beth Strano and Micky Scott Bey Jones*



Together we will create “necessary” space
Because there is no such thing as a “safe space”.

We exist in the real world.

We all carry scars and we have all caused wounds

In this space

We seek to turn down the volume of the outside world,

We amplify voices that fight to be heard elsewhere,

We call each other to more truth and love

We have the right to start somewhere and continue to grow

We have the responsibility to examine
what we think we know.

We will not be perfect.

This space will not be perfect.

It will not always be what we wish it to be

But

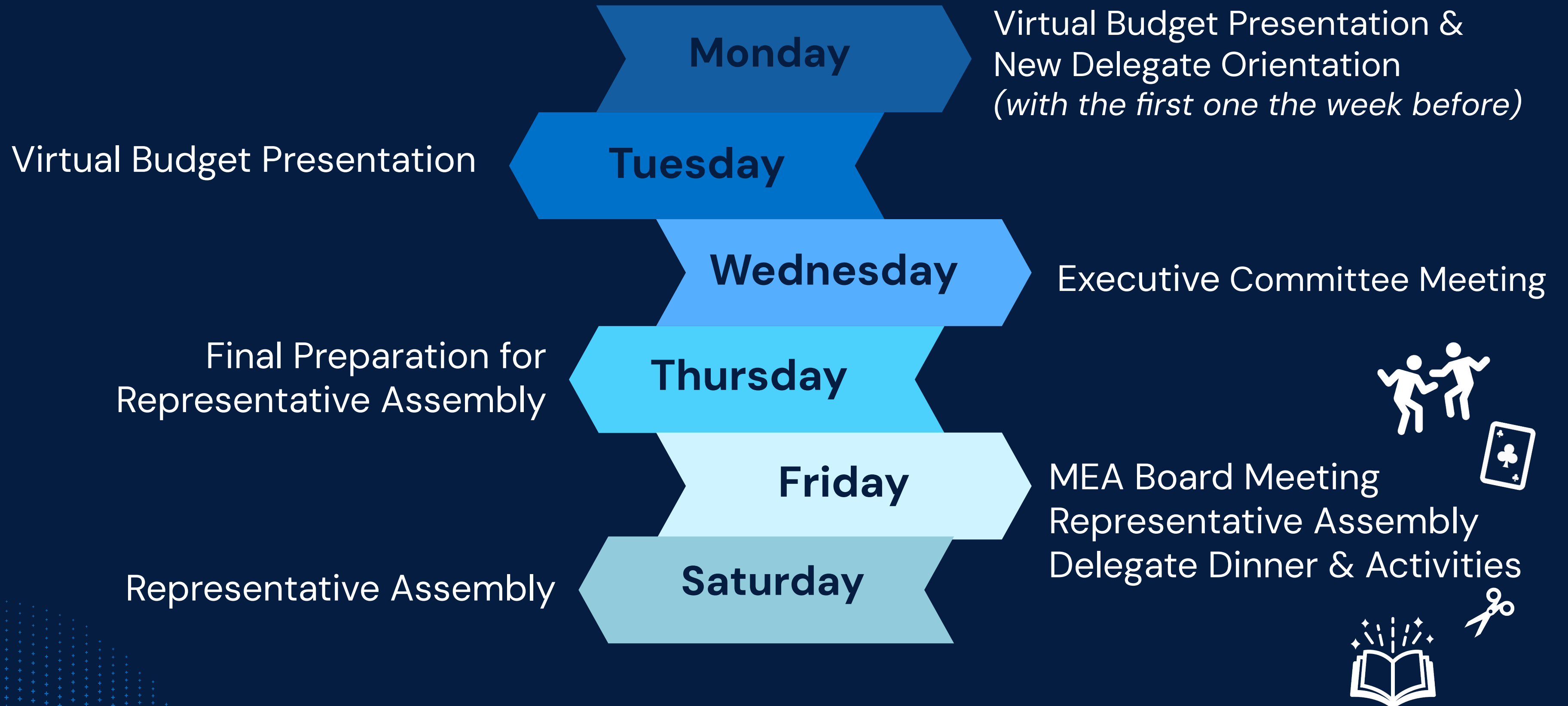
It will be our necessary space together

And

We will work on it side by side.



REVISED RA SCHEDULE



ASSOCIATION REPRESENTATION

- [Governor Whitmer's Growing Michigan Together Council, Education Sub Committee Co-Chair](#)
- [Launch Michigan, Vice Chair](#)
- [Michigan Center for Adult College Success, Council Member](#)
- [Optimise Special Education Project, Paraeducator Sub Committee Co-Chair](#)
- [Michigan Learning Channel Initiative Advisory Board Member](#)
- U of M Dearborn Center for Labor and Community Studies, Advisory Board Member
- Children's Trust Advisory Committee
- Blue Cross Blue Shield Board of Directors term beginning 5.2024
- Detroit Chamber Conference Panelist 2023
- Small Business Association Conference Panelist 2024
- Michigan Association of Superintendents & Administrators, Keynote & Panelist
- Election Integrity Council with Secretary of State Benson
- Blue Cross Blue Shield Board of MI, May 2024
- Special Education Advisory Council, (*Brett Smith*)







**EDUCATORS
RISING**

MICHIGAN



Aspiring Educators of Michigan



MESSA®

MEA-Retired
The Commitment Continues

mea
Financial
Services

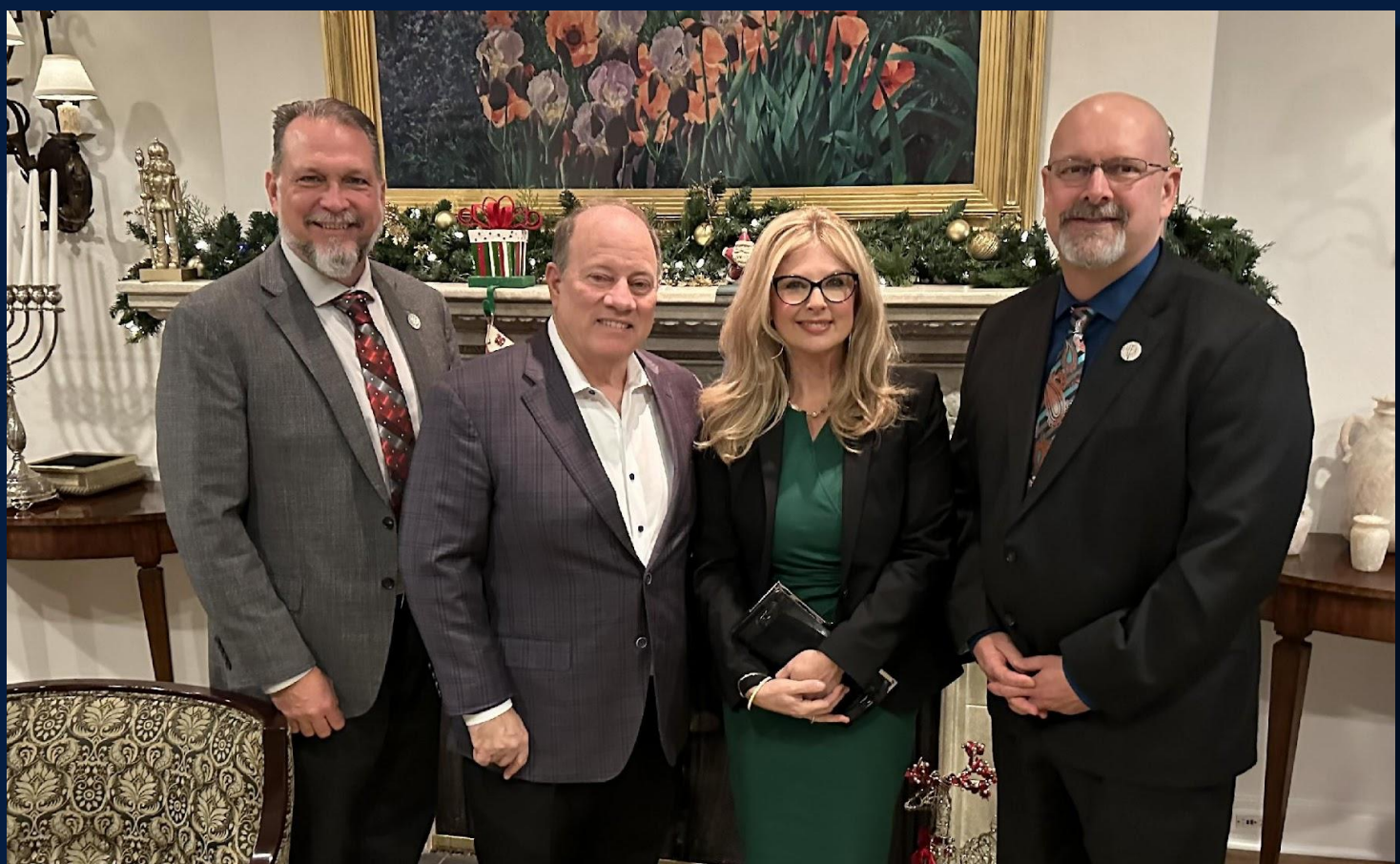


PARADIGM
EQUITIES, INC.











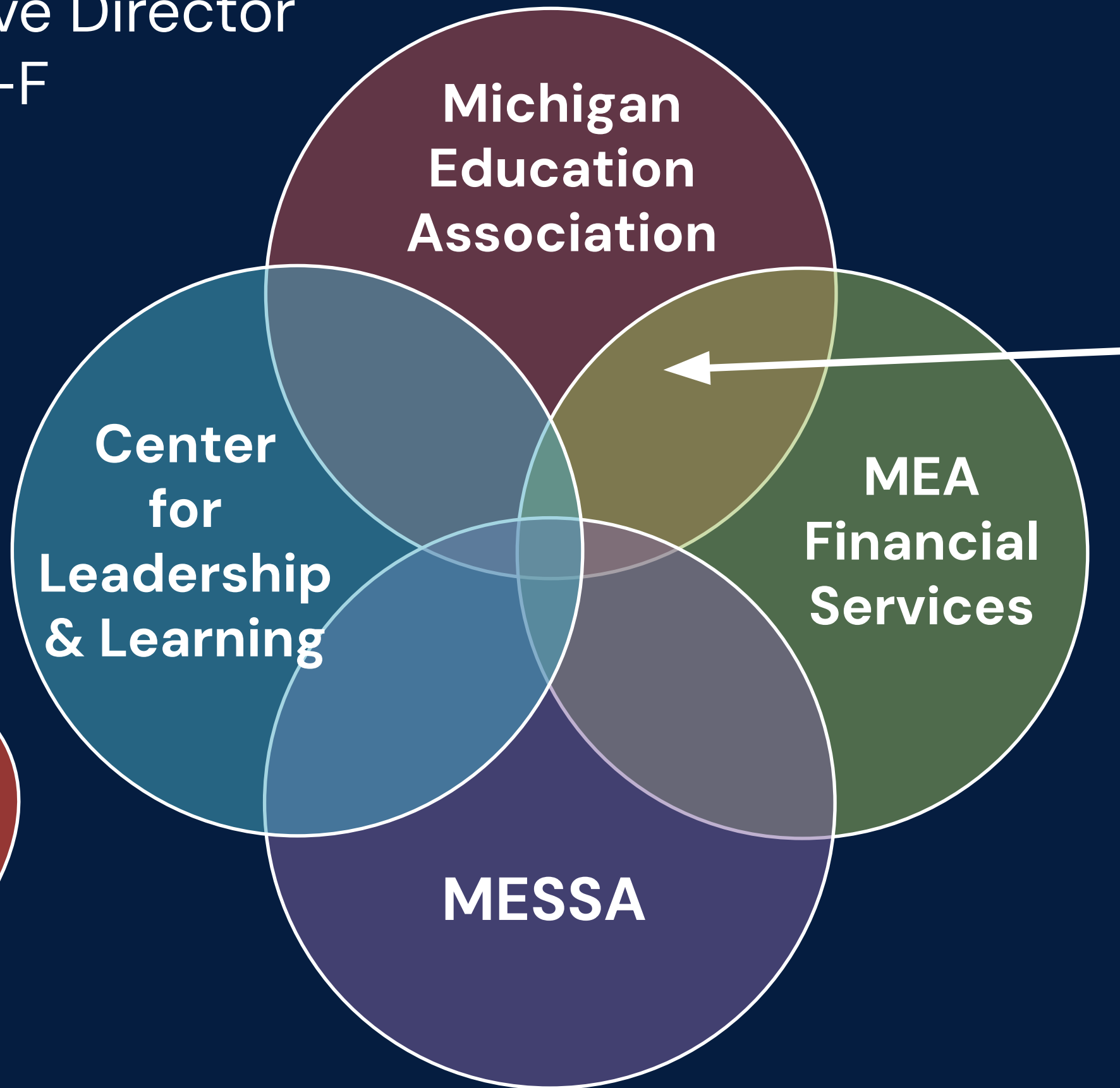


REORGANIZATION

MEA Senior Executive Director
CEO MESSA & MEA-F



CLL Executive Director
MEA-F Executive Director
MESSA Executive Director



Shared Services

- Human Resources
- Payroll & Finance
- Print Shop
- Maintenance
- IT
- Member Information Services

Senior Executive Director

- Serves as Chief Executive Officer of MEA, MESSA and MEA Financial Services
- Oversees Executive Directors of CLL, MEA-F, & MESSA
- Representative on the Staff Retirement Plan Board
- 7 Internal Staff Unions
- Oversees all governing bodies of the Association
- Over 600 Employees with All Companies
 - 260+ MEA
 - 300+ MESSA
 - 45+ MEA Financial Services



IMPROVED COMMUNICATION

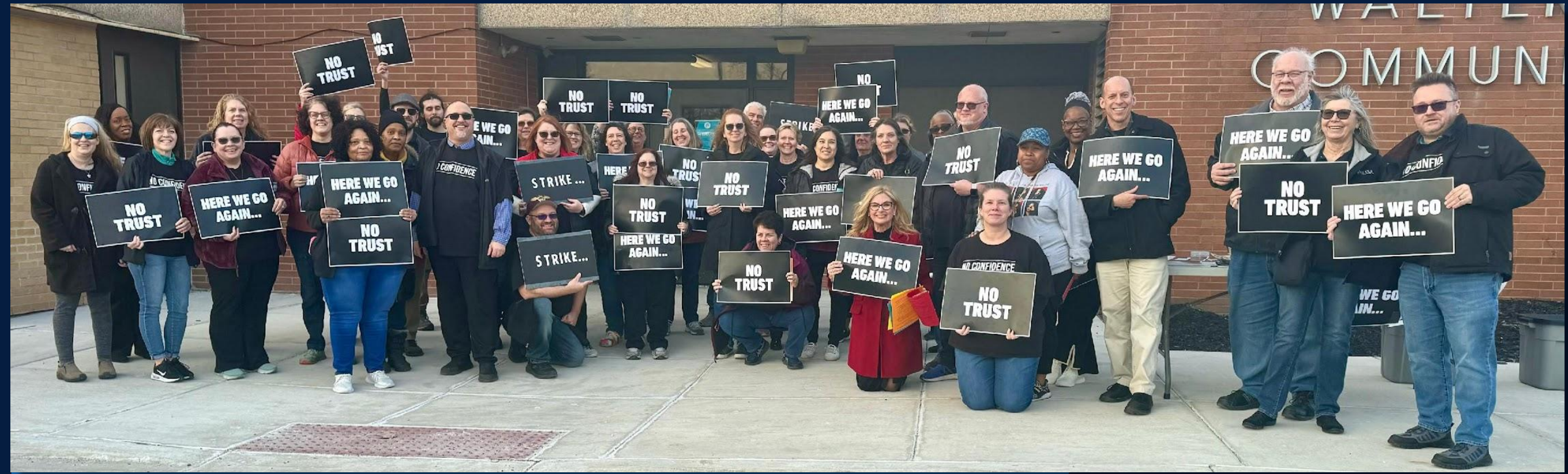


- Reduce the Number of Emails
- Updating CLL Website (In Process)
- Creating an Intranet (In Process)
- Piloting Learning Management System
- MEA Mondays (Monthly Communication for Staff)
- Increased Staff/Management Meetings

CENTER FOR LEADERSHIP & LEARNING

- Epilepsy Foundation of Michigan
- Michigan Department of Health and Human Services
- Michigan Virtual
- Michigan Arts and Culture Council
- Michigan Art Education Association
- Michigan Arts Education Instruction and Assessment
- Michigan Assessment Consortium
- Michigan Association of Secondary School Principals
- Michigan Department of Education
- Michigan Music Education Association
- Michigan State University
- National Education Association
- Oakland ISD

THINGS TO CELEBRATE



- 3-1(g) Plan Accepted by NEA Without Modification
- Creation of Ethnic Minorities Caucus
Eva Menefee, Chair, Region 8, MEA Board, MAHE
- Greater Member Voice in Decision Making
- Improved Alignment & Coordination
- MEA Staff Participate in Speed of Trust, Continued Opportunities

LEGISLATIVE WINS

- Restoration of Bargaining Rights
- Improvements in Teacher Evaluations
- Phase out the unfair Pension Tax
- Elimination of 3rd Grade Reading Retention
- Universal Free Student Lunches
- Record Funding for Mental Health / Safety Resources



NEXT STEPS

Legislative Goals...

- Reduce out-of-pocket insurance costs for members
- Restore the promise of a secure retirement for all members - both in pension and retiree health care.
- Make free school lunches permanent!

Election

- **ELECT** champions for PUBLIC EDUCATION up and down the ballot!



ZONE NEWS

NORTHERN

Staff developed a PLAYBOOK for members and leaders to use in bargaining back previously prohibited subjects.

Members were trained on the use of this “Live” document which will be continuously updated with the latest developments!

SOUTHERN

Our incredible members and staff brought the Flint Crisis to a successful conclusion.

We are nearing the finish line in getting recognition for our MSU / UTSF local

EASTERN

Eastern Zone locals were some of the first in the state to successfully bargain our recently restored subjects of bargaining back into our EA contracts.

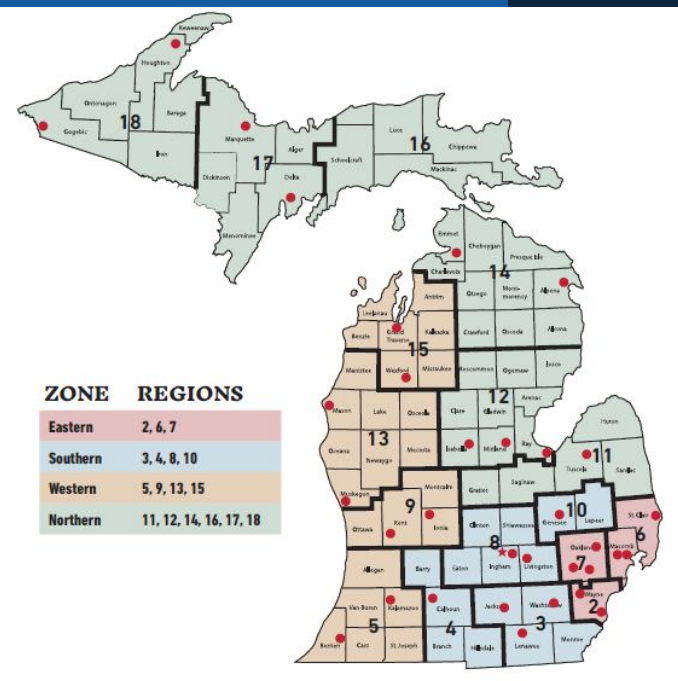
Successful fight against privatization in Wayne–Westland!

Membership increase of 437 year over year!

WESTERN

Martin Education Association has bargained back all previously lost prohibited subjects with a 13% INCREASE in wages over 2 years!

15A Coordinating Council celebrated 9 members as Outstanding Persons In Education on March 4 with a combined 184 years of experience!



HQ REFRESH

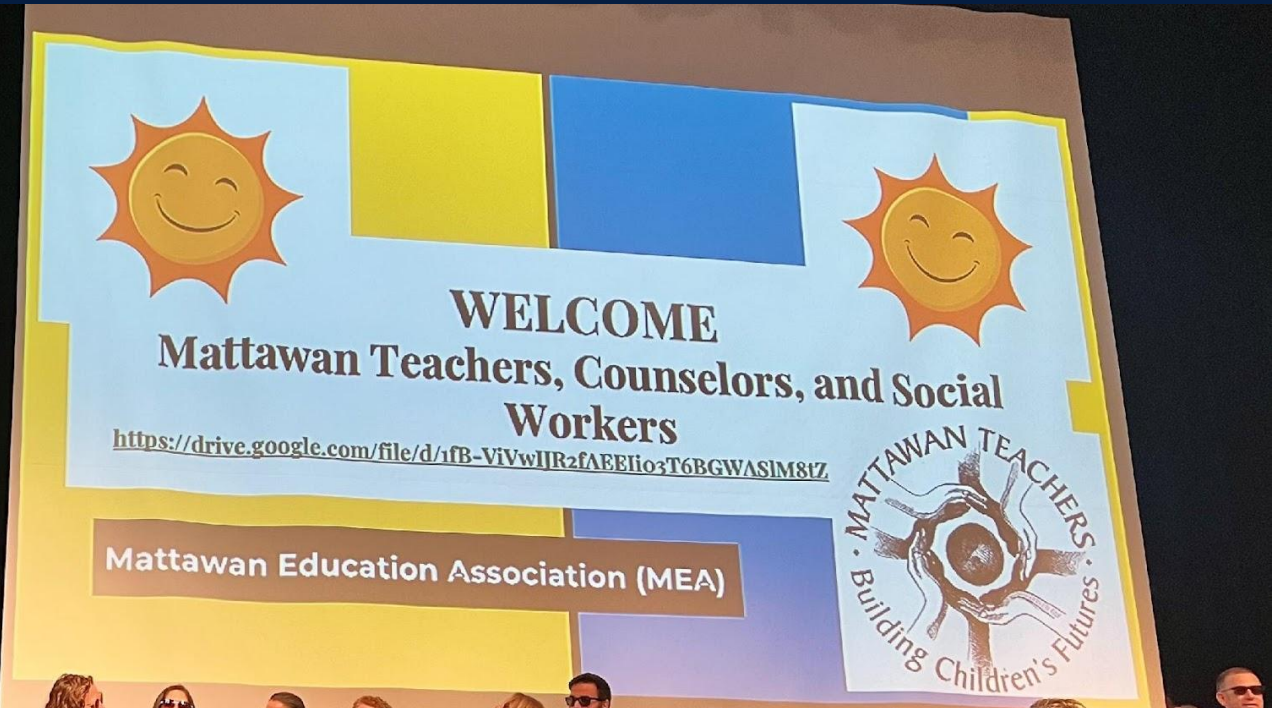
\$20 a year goes to the building and site fund.







MEMBERSHIP DATA



Membership Data

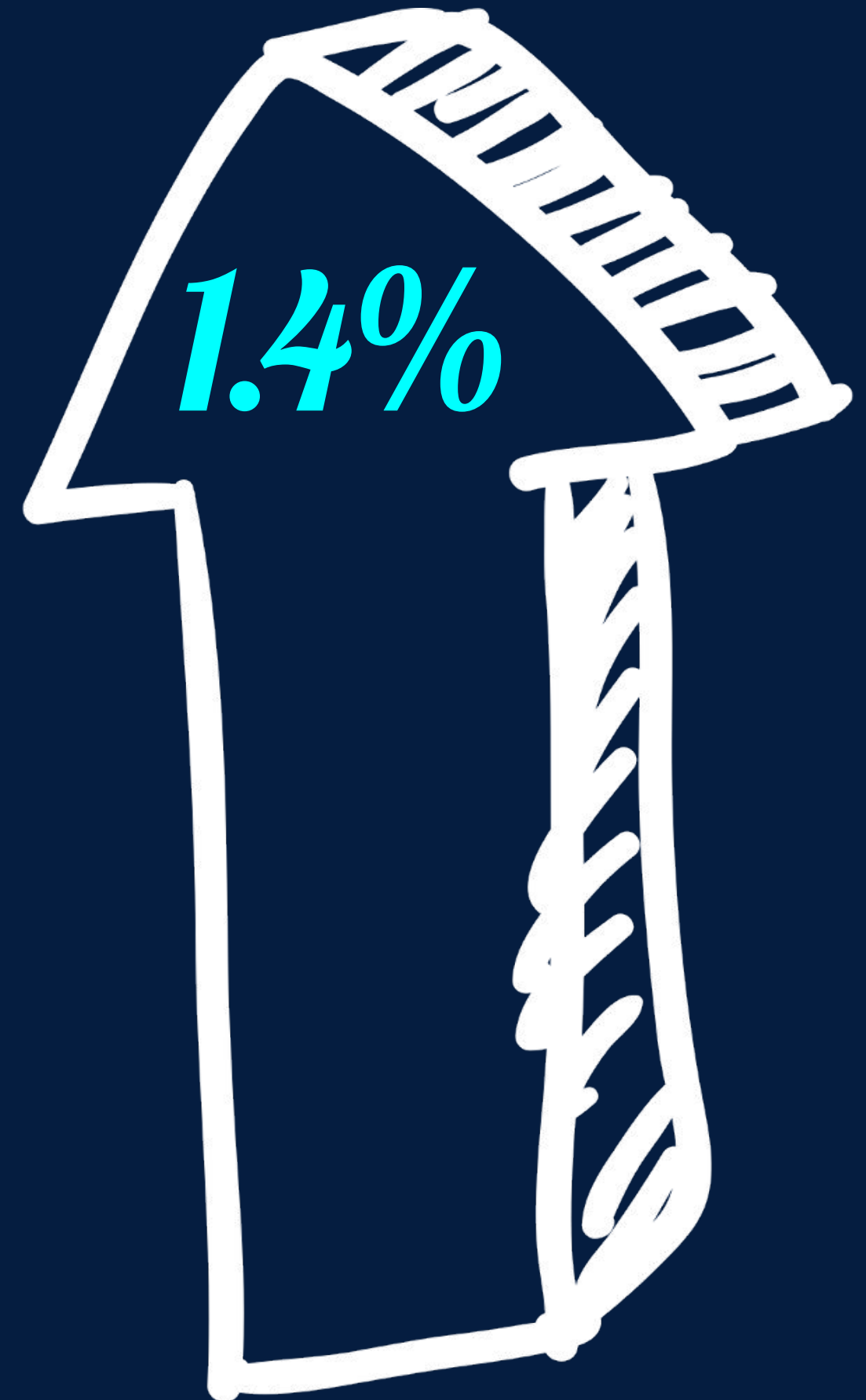
TOTAL Active Members:

78,733

1.4% INCREASE

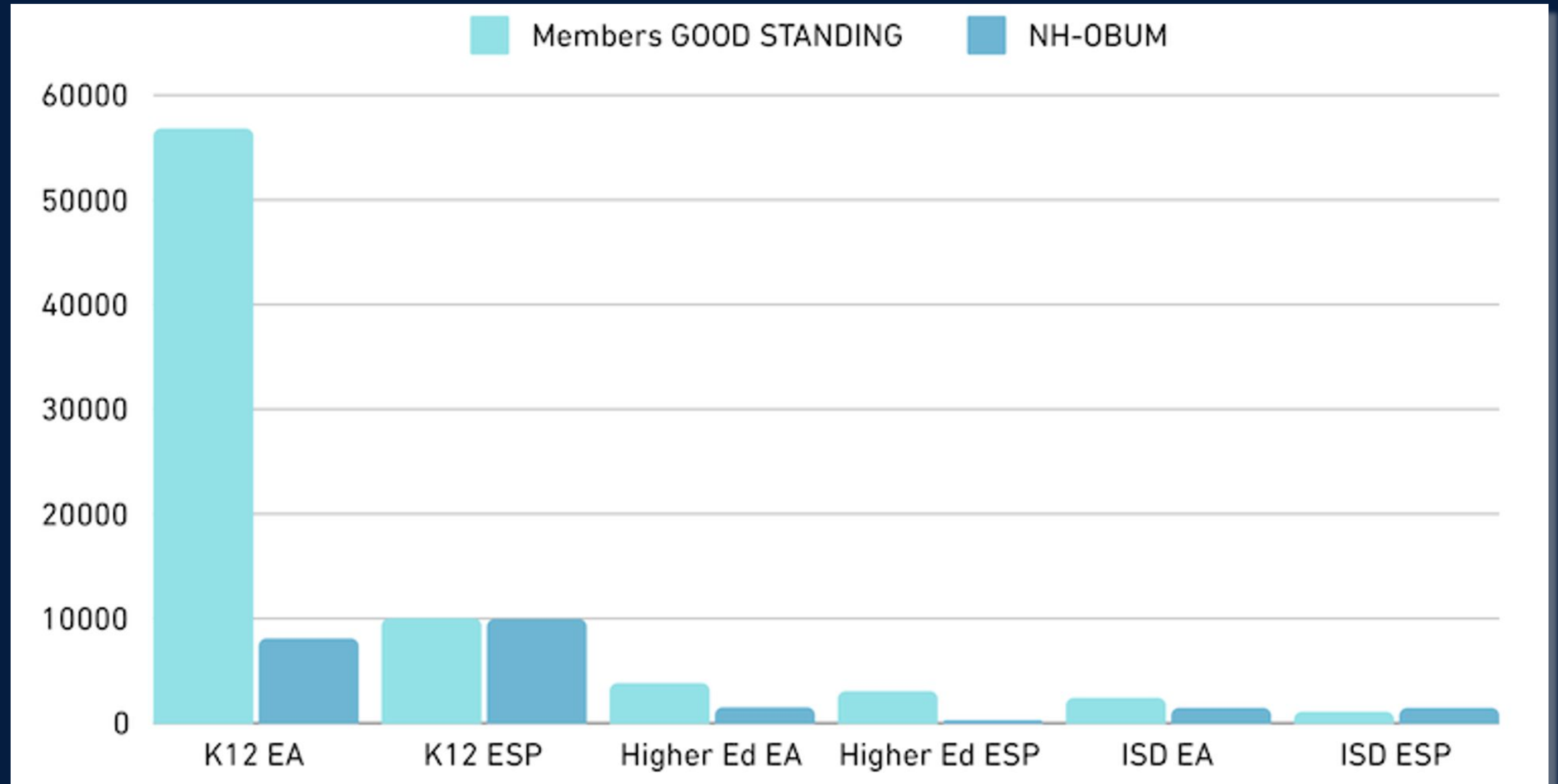
from this point last year!

*First year of membership gains
since the loss of agency shop in 2012*



WHO are the New Hire OBUMs?

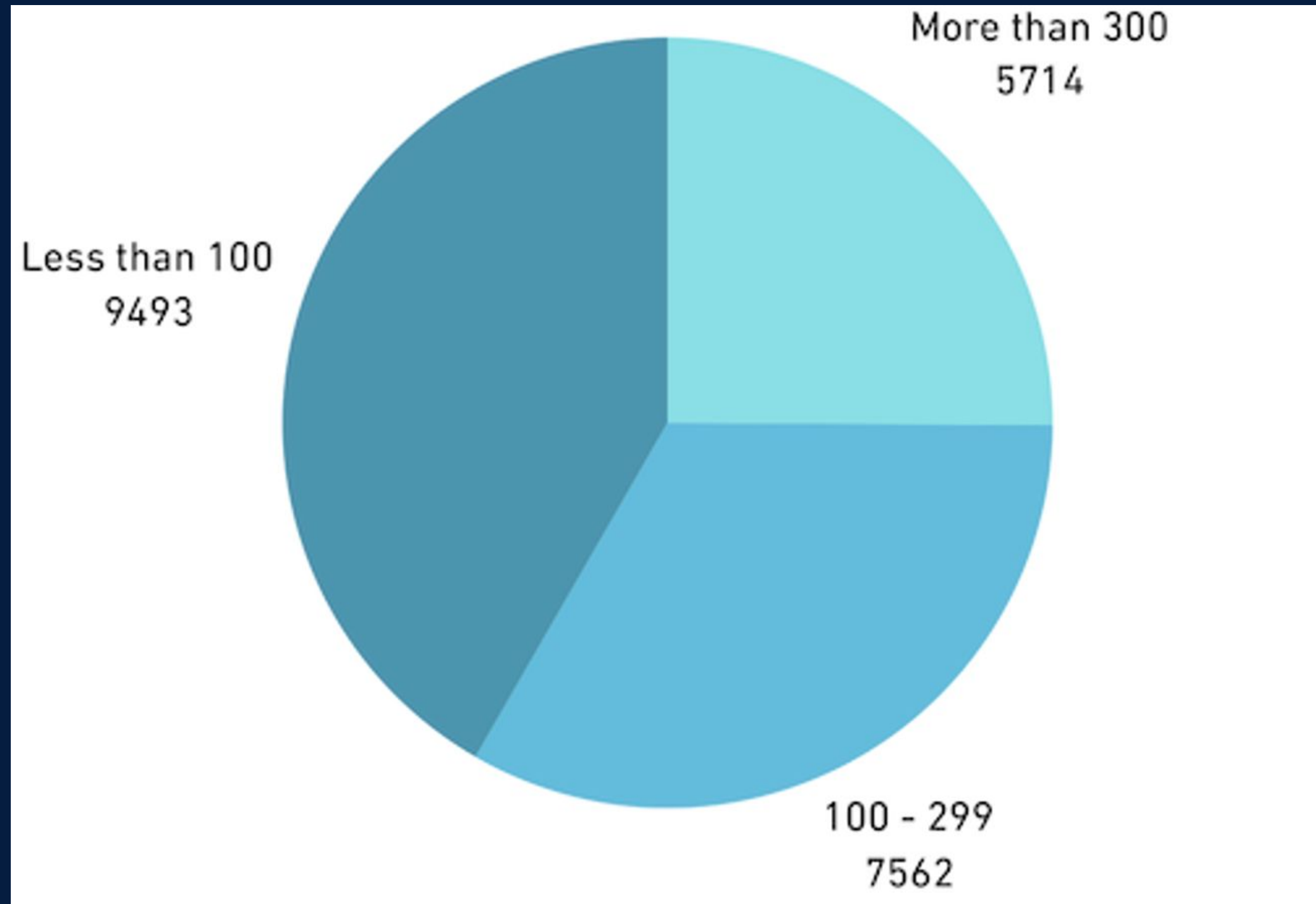
	MGS	NH-OBUM
K-12 EA	56,817	8,102
K-12 ESP	10,020	9,954
Higher Ed EA	3,827	1,519
Higher Ed ESP	3,056	278
ISD EA	2,414	1,464
ISD ESP	1,084	1,458



Statewide NH-OBUM = 22,779

WHERE are the New Hire OBUMs?

Local Size Using
TOTAL Member
Count



Statewide NH-OBUM = **22,779**

MEMBERSHIP GOALS

80,000

Active members by the end of May 1, 2026.

80%



Each local CC will be at 80% membership or higher by the end of May 1, 2026.

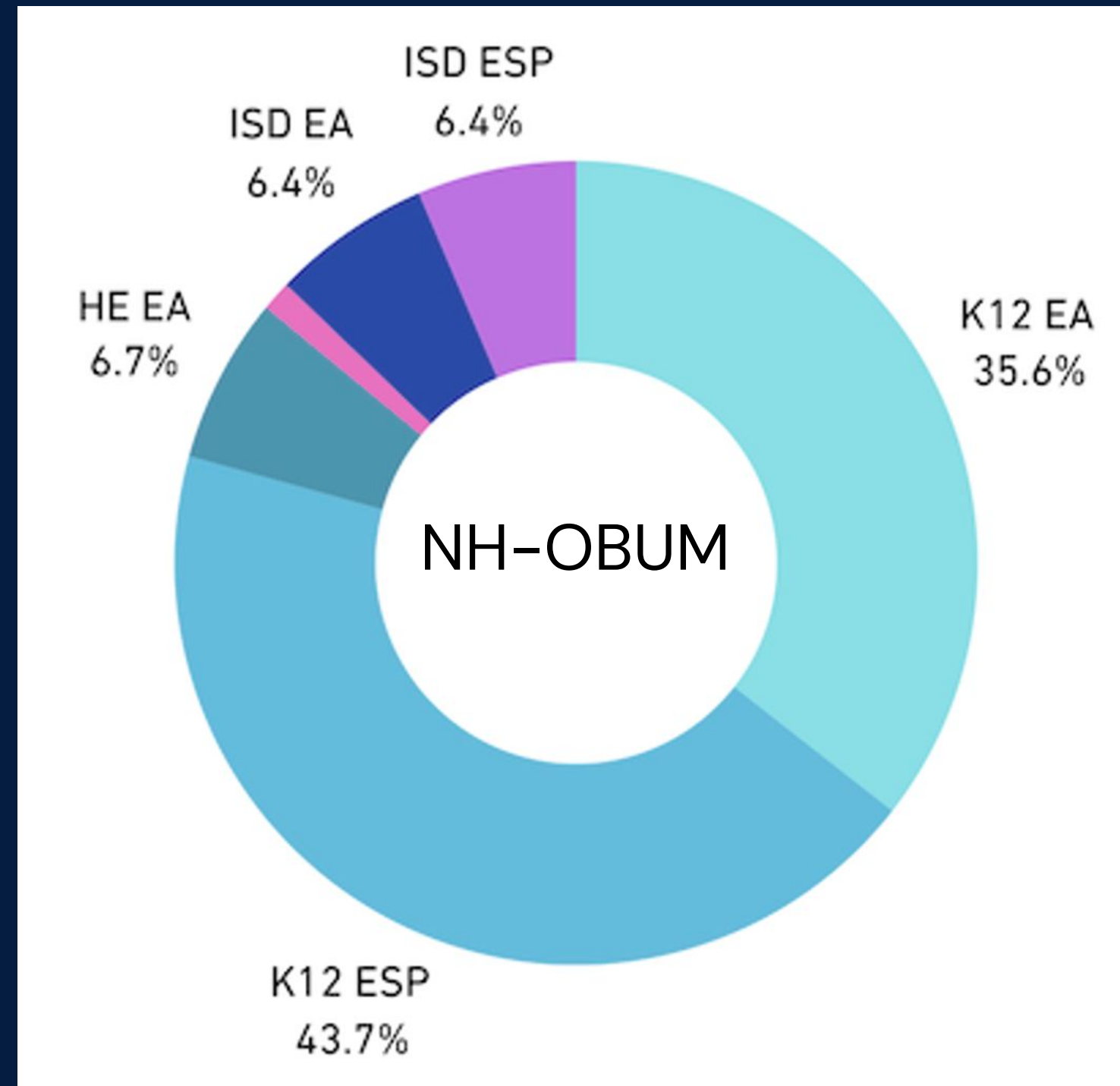
20%



In the next three years MEA will organize 20% of the current new hires based on the November 2023 number of 22,210.

Where are the New Hire OBUMs?

	NH-OBUM
K-12 EA	8,102
K-12 ESP	9,954
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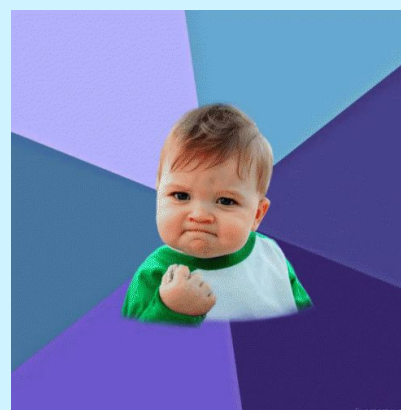
2024-2025 GOALS



CONTINUE TO USE DATA
TO DRIVE DECISION
MAKING
& INCREASE
MEMBERSHIP NUMBERS



FIND NEW
REVENUE SOURCES



IMPROVE MEMBER SERVICE
& ENGAGEMENT,
CONTINUE ELECTION
& LEGISLATIVE WINS!

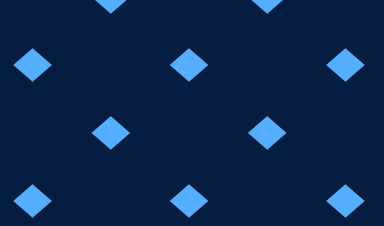


HIRE NEW
MEA SENIOR
EXECUTIVE DIRECTOR

Leadership Statement: Committed to improving member services and securing the long-term health of the organization.



Governance Review Task Force

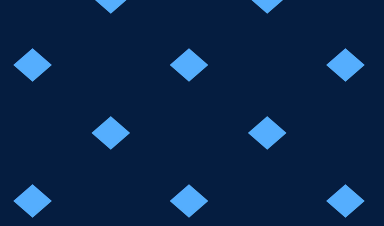


Objective: Review MEA's Governance model and discuss ways to bring efficiency and alignment to Councils and Regions.

- MEA Board will begin work this summer
- Address issues like:
 - Review the makeup of the Board - Representation balance
 - Review the makeup of the MEA RA
 - Review streamlining meetings of Regions and CCs
- *Opportunity: Seeking members to engage in improving MEA's Governance model starting Fall of 2024.*



NEA REPRESENTATIVE ASSEMBLY



NEA PAC 2024 CONTRIBUTION



\$200

Recommended contribution per delegate as a shared region and local responsibility.

100%

Participation

PLAN

Figure out how much per person in your local that equals. Ask each member to donate \$5 to \$20 each. Locals that are not attending, but are eligible for a delegate(s), please still do a drive. We will apply it to a delegate in your region. Each local is responsible for raising the full amount for each delegate, even if they are only sending one delegate. *(Make sure to record who gave and how much.)*

3-1(g) COMMITMENT

- 3-1(g) is a NEA Bylaw that states that all affiliates should strive to send the number of delegates to the NEA RA that correlate with the latest census – MEA 30%
- MEA membership nor the education profession does not reflect this number.
- MEA set a growth goal for participation.

Reflections

- Many locals who are eligible for 1 or more delegate are not sending delegates or not their full amount
- People of color are not elected in 3-1(g) seats

**THANK
YOU!**

