Eligibility

NEA-Retired membership is open to any person who was employed for at least five years in a position that qualified him or her for NEA Active membership but who is no longer so employed and is either:

- At least 45 years of age, or
- Eligible to receive a pension from an educational employment retirement system, including Social Security.

Prior NEA Active membership is not a requirement for NEA-Retired membership. Education employees who were not NEA members during their years of active employment may become NEA members in the Retired category by joining NEA-Retired after their retirement as long as they meet the eligibility requirements below.

Categories

Depending on the individual state requirements, up to three membership options are available to the prospective NEA-Retired member:

1. NEA-Retired Annual Membership
2. NEA-Retired Life Membership
3. NEA-Retired Pre-Retired Subscription (Life membership only)

**NEA-Retired Annual Membership** (not offered in all states—see Appendix B) is available only to retired education employees. Dues are paid annually through the state affiliate. The NEA-Retired Annual Member is eligible to vote in elections and to hold NEA-Retired office. He or she receives *This Active Life* magazine and is eligible to participate in NEA Member Benefits programs. Dues for NEA-Retired Annual Members are $25* per year ($5 if the individual retired prior to September 1, 1973).

**NEA-Retired Life Membership** is available to any education employee or Active Life member who was employed for at least five years in a position that would have qualified him or her for NEA Active Membership and who is (a) 45 years of age or older or (b) eligible for a pension from a state educational employee retirement system. The NEA-Retired Life Member is eligible to vote in elections and to hold NEA-Retired office. Dues for NEA-Retired Life Members are $200.* See Appendix B for NEA-Retired dues structure.

All NEA-Retired members receive the full spectrum of NEA-Retired membership benefits, including Educator’s Employment Liability (EEL) insurance when substitute teaching. In

* Dues rates listed are current in 2008 and are subject to change.
some states, NEA-Retired members returning to service, who qualify as active members, may be required to pay active dues. Please contact your state affiliate retired program staff or retired program liaison to determine which dues category is appropriate for your work situation. *(EEL insurance is an NEA program.)*

**NOTE**

**NEA-Retired Life Members** who joined NEA-Retired prior to unification of the state affiliate with NEA-Retired are not required to join the state “retired” affiliate. However, if they join the state affiliate as an Annual member, they must maintain that membership or forfeit their NEA-Retired lifetime membership status. NEA-Retired Annual Members must be unified with the state affiliate.

**NEA Active Life Membership**, a membership category that was terminated in July 1973, does not provide for NEA-Retired Life Membership. The retired NEA Active Life Member also must join NEA-Retired to be eligible for NEA-Retired programs and services. Retired NEA Active Life members who also are members of NEA-Retired (for example, a retired teacher who has been called back to work by the school system) may not vote both as an Active and NEA-Retired member. The state affiliate determines through which of the two memberships dual members will receive their governance rights.

**NEA-Retired Pre-Retired Subscribers** are currently NEA members of any age in the Active or in another membership category. Pre-Retired subscribers must maintain their Active or other status in NEA (if eligible) until their retirement. Upon notification of retirement from active employment, their member status changes to “Retired Life.” Pre-Retired subscribers receive This Active Life magazine, *NEA Today*, and state publications. Pre-Retired subscribers do not have governance rights through NEA-Retired until they retire.

**NOTE**

NEA recommends that upon retirement, a Pre-Retired subscriber contact his or her state affiliate to ensure continued retirement membership in that state. If an individual drops his or her state Retired membership, whether intentionally or accidentally, it can result in the termination of the lifetime NEA-Retired membership under the rules of unification. Also, an individual must exercise the option to convert his or her NEA Dues-Tab insurance to a limited amount of life insurance by November 1 of the year following retirement. Failure to do so will result in the permanent loss of that option.
### NEA-Retired Membership Categories

<table>
<thead>
<tr>
<th></th>
<th>ANNUAL MEMBER</th>
<th>LIFE MEMBER</th>
<th>PRE-RETIRED SUBSCRIBER</th>
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<tbody>
<tr>
<td>Can vote in NEA-Retired elections</td>
<td>★</td>
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<td></td>
</tr>
<tr>
<td>Can hold NEA-Retired office</td>
<td>★</td>
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</tr>
<tr>
<td>Receives This Active Life &amp; NEA Today magazines</td>
<td>★</td>
<td>★</td>
<td>★</td>
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<tr>
<td>Can participate in NEA Member Benefits</td>
<td>★</td>
<td>★</td>
<td>As an active member</td>
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</tbody>
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### Membership Processing

All unified memberships are processed through the state associations. Any applications received at NEA are sent to the appropriate state for handling. Preprinted annual membership applications can be ordered through the state affiliates’ membership departments.

Through the current NEA membership system, state affiliates can request various reports, labels, and data files to assist them in their membership recruiting and retention programs. Contact your state’s Individual & Affiliate system coordinator for specifics. The Individual & Affiliate membership system maintains a separate record for each type of membership category a member holds.

### Membership Portability*

An NEA-Retired member may apply to NEA Membership Records to have his or her NEA-Retired governance rights transferred to a new state of residence. Those members whose NEA-Retired governance rights are transferred:

1. Must maintain their state-level memberships in the state from which they receive their teacher retirement pensions;

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* Until May 1995, NEA-Retired membership was credited to the state from which the member retired. This was to ensure that his or her dues were allocated to the state affiliate required to lobby and conduct other services in support of the member’s pension rights. That policy was modified to accommodate a more mobile retired population.
2. Have the option to join the NEA state affiliate organization for retired members in their “residence states”—the states to which the members have moved;

3. Transfer from the pension states to the residence states their NEA-Retired memberships for purposes of calculating the number of the residence state delegates to the NEA RA and the NEA-Retired Annual Meeting.

4. Are not required to join NEA-Retired a second time at the national level.

**Unification**

Most NEA state affiliates have state retired organizations. In some states, the retired organization functions as an affiliate of the state affiliate, similar to a local affiliate. Other states create unique structures that meet their own needs. NEA and NEA-Retired recognize only state affiliates. Unification of local retiree affiliates is a matter of state policy.

A total of 50 state retired organizations and federal are unified with NEA-Retired. The following conditions must be met before a state retired organization can unify with NEA-Retired.

- All members who join after the date of unification must maintain uninterrupted membership in NEA-Retired and their state retired organizations. State constitutions may require local association under unification agreements.

- A membership is normally credited to the state from which the member retired. A member can, however, apply to NEA Membership Records to have his or her NEA-Retired governance rights transferred to another state—usually one in which the NEA-Retired member establishes a retirement residence. Once transferred, the membership is credited to the residence state even though the member is required to maintain membership in his or her pension state. A member wishing to transfer his/her NEA-Retired membership/governance rights from a non-unified pension state to a unified residence state must unify in the residence state to qualify for the transfer. If both states are unified, membership in the state of residence is optional.

- The state retired organization should have voting representation on the Board of Directors and/or in the Representative Assembly or equivalent governing body of the state affiliate. The number of representatives to which the state retired organization is entitled must be established in the bylaws of the state affiliate in a manner consistent with NEA Bylaws.

- The state retired organization must have its own bylaws, which must be adopted by the appropriate governing body of the NEA state affiliate. Once adopted, the bylaws of the state retired organization should be filed with the NEA-Retired office.
The state retired organization must guarantee its members an election process that provides for open nominations and a secret ballot and must be based on the one-person-one-vote principle.

**NEA-Retired Program Meetings**

**The NEA-Retired Annual Meeting**—The NEA-Retired Annual Meeting is held prior to the NEA Representative Assembly at the site of the assembly. The meeting brings together the retired delegates to the NEA RA who have been officially elected in their states in accordance with the NEA Constitution and Bylaws and the Requirements for the Allocation of Election of Delegates to the NEA Representative Assembly.

The NEA-Retired Annual Meeting is open to all NEA-Retired members, and Pre-Retired Subscribers may attend. All registered NEA-Retired members may make motions, debate, and vote on new business items, resolutions, and NEA-Retired policy matters. However, only those registered NEA-Retired delegates who are Retired delegates to the NEA Representative Assembly may vote for the NEA-Retired officers, Advisory Council members, and members and alternate members of the NEA Board of Directors and NEA Resolutions Committee.

### Allocation of Retired Delegates to the NEA Representative Assembly

Retired members within each state shall receive one delegate for the first 50 NEA-Retired members in the state and thereafter one delegate for each 1,000 NEA-Retired members in the state.

**Example:**

- 1-50 NEA-Retired member = 1 delegate (1 to 1,049)
- 1-1,050 NEA-Retired members = 2 delegates (1,049 to 2,049)
- 1-2,050 NEA-Retired members = 3 delegates (2,049 to 3,049)
NEA-Retired Regional Conferences—There are two NEA-Retired regional conferences convened annually:

- East (NEA’s Northeast, Mid-Atlantic, and Southeast regions);
- West (NEA’s Pacific, Western, and Mid-Western regions).

All NEA and NEA-Retired members are welcome to attend. The conferences provide participants with opportunities to hear experts discuss critical issues of the day and to learn from each other about the strategies, materials, programs, and policies of state retired organizations. NEA-Retired business is debated to provide participants with an understanding of the NEA-Retired programs.

NEA-Retired Regional Conference Reimbursement

In the past, NEA subsidized the cost of hotel accommodations for representatives from state affiliate organizations selected by each state active president. Other costs associated with participation were born by the participant and or become the responsibility of the representatives’ state organization. Please look for annual updates to regional funding practices by NEA and NEA-Retired.