MEMO

TO: State Association Presidents
    Local Association Presidents

FROM: Jan Rogers, NEA Enterprise Data & Information Strategy
      Lubna Alam, NEA Staff Liaison, Credentials Committee

DATE: January 2020

RE: 2020 Representative Assembly – Atlanta, GA
     Delegate Allocation, Election Requirements and Reporting Delegates to NEA

This year, NEA’s Annual Meeting is in Atlanta, GA, July 2, 2020 through July 6, 2020. The Representative Assembly (RA) meets July 3, 2020 through July 6, 2020. This memorandum along with the booklet Requirements for the Allocation and Election of Delegates to the NEA Representative Assembly provides information for assuring that state and local delegates are properly elected and reported. The memo and booklet are located at www.nea.org/delegaterequirements.

Reducing RA Paper
NEA’s continuing Green Delegate program encourages delegates to use online meeting resources which will contain all officially published business documents for download to your devices in advance of the RA. Online editions of the daily RA Today newspaper; new business, amendment, and motion forms; and other information are made available at www.nea.org/ra.

Delegates that request to be green during the election reporting process receive a letter “G” on the right side of their badge, identifying them as a Green Delegate. Instead of the full paper packet, Green Delegates will receive a green ribbon to acknowledge their participation, plus a copy of the Annual Meeting Program booklet. During registration on July 2, delegates not designated as green have the option to update their status by advising registration staff that they would like to be a Green Delegate. For general information and resources about the Annual Meeting and RA, www.nea.org/ra.

All forms and documents, including the “State Affiliate RA Contact Information” list, are accessible at www.nea.org/delegaterequirements. This list provides locals with the contact information they need to submit their election report(s) by April 10 to their state affiliate. State affiliates may have established an earlier due date.

Locals without an email address on file will need to contact their state affiliate for additional information.
Official Delegate/Successor Election Report Form Instructions

This email provides the number of delegates your association is entitled based on the number of NEA Active members recorded at the NEA as of January 21, 2020. Follow the steps below to record and submit the election results for your local.

- Download the delegate election report forms using this site, nea.org/delegaterequirements.
- Enter your affiliate name and unit id along with the Total NEA Active Members and the Delegates Allowed for your local in the fields provided on the delegate election report form. This information is found in the top portion of this email.
- Using your local election results starting with the individual with the most votes, begin entering each delegate followed by the successor delegates on the form(s). More than one form may be needed to include all the names on the ballot. Be sure to enter any write-ins. There is no limit on the number of successors who can be elected and reported. Be sure to fill in all the information for each individual.
- A non-work email address is required for all delegates/successors to the RA.
- Password protect all files which are emailed to your state affiliate contact.
- Email the completed delegate election report form(s) to your state’s RA contact by April 10, 2020. A complete list of state RA contacts is found at this link "State Affiliate RA Contact Information". Do not send the forms to NEA!
- In late May, delegates will receive an online registration email with a link to register for their NEA RA Delegate Credentials. Guests may be registered at the same time.
- Once the online registration is complete, a confirmation email will be sent to the email address used to register. Delegates should bring this email, on their smart device or in paper form, to check-in at the RA on July 2, 2020.

Contact information for the state and where to submit the election report(s) is available via the link above. It is preferred that you not print the forms, instead, password protect the file and forward it via email to your state association RA contact. Documentation on how to encrypt or password protect a Word document is also found on our NEA.org site.

Note: It is important that the complete name of each delegate and successor delegate are used, including suffix. Be sure to add his/her complete mailing address and the IMS individual ID (preferred), last 4 SSN, or alternate ID found in the NEA Membership Systems. For emergency purposes, we request the delegate’s cell phone number in the event that NEA may need to contact them while attending the RA. A Badge Name (including Last name) must be entered, which is printed on the delegate’s name badge.

The locals are to forward successor delegate information to the state association at the same time as the delegates. Further, there is no limit on the number of successors who can be elected and reported. The most frequent issue the Credentials Committee deals with at the RA is when an unreported successor needs to replace a delegate. Therefore, we encourage both state and local associations to report all successors to avoid this situation.

Forward the form(s) to the state association no later than April 10, 2020

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Proportional Representation by Education Position

To ensure compliance with NEA Bylaw 3-1, which requires that all-inclusive affiliates provide for proportional representation by education position, we request that you give attention to the following:

In the (red) box near the top section of the Delegate Election Report Form, please indicate on line one the number of Category 1 members, and line two the number of Category 2 members in your association. In making this determination, the following criteria should be used.
• **Category 1 members**: NEA Active members who are *not* Category 2 (see below). Category 1 includes NEA Active members (annual) who are *not* supervisors and NEA Active Life members who are *not* supervisors, retired or staff.

• **Category 2 members**: Includes NEA Active (annual and Life) members who are *supervisors*, retired NEA Life members (NEA Active-Life members who are retired) and staff NEA Life members (NEA Active-Life members who are association staff).

• **Total No. of Members**: Total of both categories.

**Attachment A** below includes the information regarding the formula for proportional representation by education position. It is requested that you calculate the composition of your delegation to ensure compliance. You are reminded that in the event of a replacement, the successor delegate must be from the same category as the delegate being replaced.

**Ethnic-Minority Delegate Representation**
The NEA Credentials Committee encourages the reporting of the ethnic group data requested for each delegate and successor delegate. However, failure to do so will in no way affect the individual’s status as a delegate. In the event it is included, the information is kept confidential and is used to determine the proportion of ethnic minorities per state delegation for purposes of meeting the goals outlined in NEA Bylaw 3-1.g.

**Registration of Delegates**
NEA emails Registration information with a link to each certified delegate, will be sent in late-May to register ONLINE for the NEA RA. Using the link within that email, the delegates will register for the NEA RA along with their guest attending the RA. In Atlanta, GA, each delegate will provide confirmation of the online registration at the Delegate Check-In kiosk in the Registration Area located in the Georgia World Congress Center, on Thursday, July 2, 2020 (one day only). **Late registration will begin on July 3, 2020.** The delegate and guest badges are printed at check-in. A delegate badge in the official NEA RA badge holder is required for admittance to the Representative Assembly, which begins Friday morning, July 3, 2020.

**Dues Transmittal and Enforcement Procedures**
Your attention is directed to Bylaw 2-9, Dues Transmittal and Enforcement Procedures, included as Attachment B. It requires a local affiliate to have transmitted to the state affiliate sufficient dues so that the state affiliate is able to transmit to NEA at least forty percent of the dues receivable for the year by March 15, and at least seventy percent of the dues receivable for the year by June 1.

**Election to Multiple Delegate Positions**
It is permissible for a member to be nominated and run for election for as many different delegate positions as he/she is eligible (e.g. local delegate, state delegate). However, a member elected to more than one position must decide which position to accept and must notify the appropriate affiliates (local and state) no later than June 22, 2020 of the position accepted and the one(s) refused. It needs to be emphasized that the member who chooses one position in preference to another relinquishes all claims to the released position(s) and under no circumstance may the released position be reclaimed.

If you have questions concerning the policies governing NEA election requirements, please contact Sabrina Tines, Senior Director, NEA Center for Governance (**satines@nea.org**; 202-822-7709); or Paul Birkmeier, Policy Specialist, NEA Center for Governance (**pbirkmeier@nea.org**; 202-822-7008). For questions concerning administrative
procedures regarding the allocation, processing or registration of delegates and successor delegates, contact Jan Rogers (email: jrogers@nea.org; phone: (202) 822-7799.

Attachments:

cc: NEA Board of Directors
    NEA Executive Committee
    NEA Zone Directors
    NEA Credentials Committee
    State Association Presidents
    UniServ Directors
    State Annual Meeting Coordinators
    State RA Contacts
ATTACHMENT A

Formula for Proportional Representation by Education Position

This is the basic formula:

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\frac{\text{No. of Category 2 Members}}{\text{Total No. of Members}} \times \text{No. of Delegates to be elected} = \text{No. Category 2 delegates to be elected (rounded to the nearest whole number)}
\]

**Example A:** A local has 135 NEA Active members, 20 of whom are in Category 2. The local was allocated 1 local delegate.

\[
\begin{array}{ccc}
20 & \times & 1 \\
135 & & \\
\end{array}
\]

For the local in Example A, the delegate must be a Category 1 member.

**Example B:** A local association has 1,500 NEA Active members, 100 of whom are in Category 2. The local was allocated 10 local delegates.

\[
\begin{array}{ccc}
100 & \times & 10 \\
1,500 & & \\
\end{array}
\]

For the local in Example B, *one* delegate must be a Category 2 member, and *nine* must be Category 1.

Notes:

- Fractional delegates are to be rounded to the nearest delegate. If the decimal is .5 or greater, round to the next higher delegate, and if the decimal is less than .5, round to the next lower delegate.

- NEA computes Category 2 entitlement against the number of delegates elected rather than allocated. Therefore, if the affiliate elects fewer Category 1 delegates than the number to which it is entitled, the affiliate, as necessary, should adjust downward the number of elected delegates in Category 2 before certifying and submitting the results to NEA.

- If an affiliate is eligible for Category 2 delegates but there are no candidates, the number of delegate positions the affiliate is entitled to must be left vacant.

- Category 2 members may not serve in Category 1 delegate positions. Category 1 members may not serve in Category 2 delegate positions. In the event of a replacement, the successor delegate must be from the same category as the delegate being replaced.

Contact your State’s Annual Meeting Coordinator if you need assistance in Category 2 calculation.
ATTACHMENT B
Bylaw 2-9
Dues Transmittal and Enforcement Procedures

a. The Association shall enter into contracts with state affiliates governing the transmittal of Association dues. State affiliates shall have the full responsibility for transmitting Association dues from local affiliates on a contractual basis. Local affiliates shall have the full responsibility for transmitting state and Association dues to state affiliates on a contractual basis. Standards and contracts for transmitting dues shall be developed between the state affiliate and each local affiliate.

b. A local shall transmit to a state affiliate and a state affiliate shall transmit to the Association at least forty (40) percent of the Association dues receivable for the year by March 15 and at least seventy (70) percent of the Association dues receivable for the year by June 1; the percentage shall be based upon the last membership count prior to January 23, and upon a membership year beginning September 1, unless the contracted transmittal schedule stipulates otherwise.

(1) A local or state affiliate which becomes delinquent in its contracted transmittal schedule by more than thirty (30) days shall be assessed a penalty of two (2) percent per month on the overdue balance.

(2) Except as otherwise provided in 2-9.b (3) or (4), the delegates representing a state affiliate that has not transmitted at least forty (40) percent of the dues receivable for the year by March 15 and seventy (70) percent of the dues receivable for the year by June 1 shall have no right to participate in the NEA Representative Assembly at the Annual Meeting other than to (i) participate in elections for Association officers, and (ii) vote on increases in Association membership dues.

(3) Except as otherwise provided in 2-9.b (4), if a state affiliate informs the NEA in writing that a local affiliate has failed to transmit the Association dues in accordance with the dates set forth in 2-9.b and such information is verified by the Executive Director, the delegates of that local shall have no right to participate in the NEA Representative Assembly at the Annual Meeting other than to (i) participate in elections for Association officers, and (ii) vote on increases in Association membership dues. In this event, the delegates of the state affiliate shall have full right to participate in the NEA Representative Assembly at the Annual Meeting.

(4) The denial of participatory rights called for in 2-9.b (2) or (3) may be waived by the NEA Executive Committee if the state or local affiliate in question enters into a written contract with the NEA Executive Committee in which it agrees to transmit the delinquent dues on terms that are acceptable to the NEA Executive Committee, provided that the NEA Executive Committee shall not enter into such a contract with a local affiliate until after it has consulted with the relevant state affiliate. The NEA Executive Committee may terminate any waiver granted pursuant to this section if the affiliate fails to comply with the aforesaid contract.