



ENDING THE FREE RIDE:
*HOW SCHOOL TAX DOLLARS SUBSIDIZE
UNION ACTIVITY AND POLITICS IN MISSOURI*

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INTRODUCTION

The laws governing public-sector unions in Missouri are minimal. Certain public employees were granted collective bargaining rights by statute in 1965,¹ while the state’s constitutional protection for collective bargaining²—which had historically applied only to private-sector workers since its adoption in 1945—was extended via a 2007 state Supreme Court ruling to cover all public employees, including teachers.³

State law currently requires public employers to negotiate with labor unions over proposals affecting salaries and conditions of employment,⁴ but contains few other provisions governing the nature of unions’ interactions with taxpayer-funded public services and personnel.⁵ As a result, some unions—in particular, those representing teachers and other public school employees—have taken advantage of the lack of guardrails to secure taxpayer support for union activities and even political advocacy.

Local teachers unions in Missouri are generally affiliated with the Missouri National Education Association (MNEA) or the American Federation of Teachers Missouri (AFT Missouri), which are respectively affiliated with, and derive their names from, the two largest teachers unions in the country, the National Education Association (NEA) and the American Federation of Teachers (AFT). Consequently, much of the union dues paid by Missouri educators go to support the operations and political advocacy of the NEA and AFT, rather than towards local unions’ representational services.

As an organization, the NEA is as controversial as it is large. The NEA headquarters in Washington, D.C., alone reported total revenue of more than \$529 million in fiscal year 2023,⁶ not counting the revenue retained by its hundreds, if not thousands, of state and local affiliates like the MNEA. The NEA undoubtedly exerts more influence over the policies and operations of American public schools than any other private special interest group.

Moreover, the influence wielded by the NEA is not limited to education policy. From supporting unrestricted increases to the U.S. debt ceiling,⁷ to opposing policies seeking to preserve and protect women’s sports,⁸ picking sides in the Israel-Hamas conflict,⁹ backing abortion without limit,¹⁰ and supporting gun confiscation,¹¹ there is essentially no major policy debate in which the NEA does not seek to exert its considerable influence.

¹ (L. 1965 p. 232 § 2). <https://mdh.contentdm.oclc.org/digital/collection/molaws/id/56393/rec/109>

² Article I, Section 29 of the Constitution of Missouri.

<https://revisor.mo.gov/main/OneSection.aspx?section=I++++29&bid=31732&constit=y>

³ *Indep.-Nat’l Educ. Ass’n v. Indep. Sch. Dist.*, 223 S.W.3d 131, 133 (2007). <https://caselaw.findlaw.com/court/mo-supreme-court/1082989.html>

⁴ Mo. Rev. Stat. § 105.520

⁵ Though an expansive public-sector collective bargaining framework remains on the books following its 2018 enactment by the Missouri General Assembly, the Missouri Supreme Court subsequently struck down the legislation (HB 1413) as unconstitutional because of the way certain unions were exempted from the law. As a result, the printed statutes are void and, for the purposes of enforcement, state law governing union representation of public employees is exactly “as it existed before” the 2018 amendments.

⁶ National Education Association. U.S. Department of Labor Form LM-2, November 29, 2023.

<https://olmsapps.dol.gov/query/orgReport.do?rptId=875354&rptForm=LM2Form>

⁷ Marc Egan. “VOTE NO on the Limit, Save, Grow, Act of 2023.” National Education Association. April 25, 2023.

<https://www.nea.org/advocating-for-change/action-center/letters-testimony/vote-no-limit-save-grow-act-2023>

⁸ National Education Association. “What You Need to Know About State Laws Attacking Transgender Youth.”

<https://www.nea.org/sites/default/files/2022-03/2022.2.10%20Memo%20on%20State%20Anti-trans%20Laws.pdf>

⁹ Carole Greenfield, Gail Hammerman and Karen Bloom. “The National Education Association has no business platforming hate.” *Jewish News Syndicate*. July 1, 2022. <https://www.jns.org/the-national-education-association-has-no-business-platforming-hate/>

¹⁰ Eric Jotkoff. “NEA President’s Statement on Dobbs v. Jackson Women’s Health Organization.” National Education Association. June 24, 2022. <https://www.nea.org/about-nea/media-center/press-releases/nea-presidents-statement-dobbs-v-jackson-womens-health-organization>

¹¹ National Education Association. “Responding to Gun Violence.” Accessed Oct 22, 2024. <https://www.nea.org/gunviolence>

The AFT is second to the NEA in size but its D.C. headquarters still reported total revenue of over \$280 million in the 2023-24 school year.¹² The AFT is just as aggressive in its push for extreme progressive ideology as the NEA, supporting everything from a government takeover of healthcare¹³ to strict gun control¹⁴ and “full scope” abortion access.¹⁵ The AFT has also defended critical race theory, claiming “the whitelash against CRT spectacularly bears out CRT’s critique of structural racism,”¹⁶ and declared itself “all in” for the Kamala Harris-Tim Walz presidential ticket.¹⁷

In 2021, the *Wall Street Journal’s* editorial board declared, “The NEA and AFT have become the ideological and institutional vanguard of progressive politics. They are a powerful wing of the Democratic Party...”¹⁸

And though unions like the MNEA and AFT Missouri may endeavor to appear bipartisan at the state level to curry favor with Missouri’s Republican legislative majority, the record shows they are every bit as politically one-sided as their progressive parent affiliates. For instance, an analysis of the MNEA’s campaign spending reveals that it almost exclusively supports Democrats and has devoted significant resources to eroding the state’s GOP majority through attempts at legislative redistricting.¹⁹

Overt politics aside, even the more mundane employment matters addressed by teachers unions in collective bargaining carry significant policy implications.

As the U.S. Supreme Court explained at length in its landmark 2018 ruling in *Janus v. AFSCME*:

- “[I]t is impossible to argue that the level of... state spending for employee benefits... is not a matter of great public concern.”
- “Take the example of education... The public importance of subsidized union speech is especially apparent in this field, since educators make up by far the largest category of state and local government employees, and education is typically the largest component of state and local government expenditures. Speech in this area also touches on fundamental questions of education policy.”
- “Even union speech in the handling of grievances may be of substantial public importance and may be directed at the ‘public square.’”²⁰

Of course, unions have a valid role to play in giving voice to employees in workplace matters and, as private organizations, the NEA, AFT and others are and should be free to advocate for any causes or political candidates they like, *so long as they do it with their own funds derived from voluntary memberships freely purchased by the union’s members.*

The problem is that the NEA’s headquarters in Washington, D.C., specifically encourages its affiliates to prioritize certain “essentials to a strong union contract” that involve securing special legal privileges at

¹² American Federation of Teachers, U.S. Department of Labor Form LM-2, September 27, 2024.

<https://olmsapps.dol.gov/query/orgReport.do?rptId=898876&rptForm=LM2Form>

¹³ American Federation of Teachers. “AFT delegates pass a raft of bold, progressive resolutions.” July 30, 2020.

<https://www.aft.org/news/aft-delegates-pass-raft-bold-progressive-resolutions>

¹⁴ American Federation of Teachers. “It’s time to end gun violence.” <https://www.aft.org/our-community/its-time-end-gun-violence>

¹⁵ American Federation of Teachers. “Abortion and reproductive healthcare.” <https://www.aft.org/position/abortion-and-reproductive-healthcare>

¹⁶ Michael Bérubé. “The Imperiled Right to Learn: Teaching in Troubled Times.” American Federation of Teachers. Fall 2024.

<https://www.aft.org/ae/fall2024/berube>

¹⁷ American Federation of Teachers. “AFT’s Weingarten Celebrates DNC, says AFT Is ‘All In for Harris-Walz.’ August 23, 2024.

<https://www.aft.org/press-release/afts-weingarten-celebrates-dnc-says-aft-all-harris-walz>

¹⁸ *Wall Street Journal* editorial board. “The Teachers Unions Go Woke.” July 7, 2021. <https://www.wsj.com/articles/the-teachers-unions-go-woke-11625697757>

¹⁹ Ben Straka. “Out of Touch: The Hyper-Partisan Politics of the Missouri National Education Association.” Freedom Foundation. January 2025. <https://www.freedomfoundation.com/wp-content/uploads/2025/01/Out-of-Touch-The-Hyper-Partisan-Politics-of-the-Missouri-National-Education-Association.pdf>

²⁰ *Janus v. AFSCME*, (2018). https://www.supremecourt.gov/opinions/17pdf/16-1466_2b3j.pdf

taxpayers' expense.²¹ In many states, the NEA, AFT and others have implemented these practices to effectively rope taxpayers into subsidizing union activity and advocacy, thereby inflating their influence. Unfortunately, Missouri is no exception.

The Freedom Foundation's review of 103 current and recent collective bargaining agreements negotiated with Missouri's school districts and public colleges has identified at least five ways in which unions benefit from public education funding, facilities, resources, and personnel:

1. Government collection of union dues and political contributions

Of the 103 union contracts reviewed, at least 71 require public school officials to deduct union dues from employees' paychecks and forward the funds to the union. More than half of Missouri's 100 largest school districts use taxpayer-funded payroll systems to collect union dues whether called for in a collective bargaining agreement or not, while many also process separate political contributions on the union's behalf. Among just those school districts that provided data in time for publication, at least \$4 million in union dues is collected from about 7,200 teachers and school employees each year. The total cost to Missouri taxpayers of school districts' dues collection for unions could run tens of thousands of dollars.

2. Paid time off for union activity

At least 68 of the contracts require Missouri taxpayers to subsidize union operations by allowing teachers and other school employees to engage in union activity or advocacy during the workday while continuing to receive their full government pay and benefits. Several of the contracts even specify that educators may engage in union lobbying at taxpayers' expense.

3. Union participation, and membership solicitation, during new employee orientations

At least 32 of the contracts allow unions to participate in—and in many cases, solicit membership during—the employer's new hire orientation process for teachers and school employees, with little or no apparent ability for the employees to opt-out.

4. Enhanced access to school employees' personal information

At least 35 of the contracts require public school officials to turn over educators' personal contact information to the union, even though any other member of the public would be prohibited from acquiring it under the Missouri Sunshine Law. There is generally no restriction on what unions can do with the information; if nothing else, it is most commonly used by unions to solicit membership from school employees.

5. Privileged access to and use of school facilities and resources

Of the 103 collective bargaining agreements reviewed, at least 85 grant the union privileged and, in most cases, no-cost access to and use of public school facilities, equipment and communications systems that would generally not be available to other private organizations.

To better balance the interests of educators and taxpayers, Missouri lawmakers can and should prohibit school districts and other public educational bodies from using taxpayer funds to promote unions in these ways.

²¹ National Education Association. "8 essentials to a strong union contract without fair-share fees." <https://www.freedomfoundation.com/wp-content/uploads/2018/03/NEA-8Essentials.pdf>

GOVERNMENT COLLECTION OF UNION DUES

FOR UNIONS, PAYROLL DEDUCTION MINIMIZES COSTS, MAXIMIZES COERCION

Mo. Rev. Stat. § 168.300 broadly permits, but does not require, school districts to provide various payroll deductions, including “membership dues” and “voluntary contributions,” from employees’ paychecks.²² Though the law does not specify unions, payroll deduction of dues is a top priority for teachers unions, and the NEA advises its affiliates to prioritize securing employer-administered payroll deduction of union dues in contract negotiations.²³

Unions prefer government-administered payroll deduction of union dues because it frees them from bearing the administrative costs associated with collecting members’ dues payments—such as credit card processing fees or creating and managing systems to handle electronic payments. Instead, payroll deduction offloads the workload and costs of dues collection to public employees and taxpayer-funded payroll systems.

Government-run dues collection also facilitates more coercive union membership solicitations, up to and including outright forgery. With payroll deduction, unions do not need to ask for or obtain employees’ bank account or credit card information; to get paid, all a union must do is get an employee to sign a membership form or, in some cases, sign it for them. Freedom Foundation attorneys have represented nearly 20 unionized public employees from multiple states whose signatures have been forged on union membership forms by union organizers in recent years, triggering dues deductions from their paychecks by their government employers.²⁴

MISSOURI SCHOOL DISTRICTS COLLECT MORE THAN \$4 MILLION IN UNION DUES PER YEAR

Of the 103 collective bargaining agreements reviewed by the Freedom Foundation, 71 contain provisions obligating public school officials to act as the union’s dues collector.²⁵

To better determine the prevalence of district-administered union dues collection, the Freedom Foundation also submitted public records requests to the 100 largest school districts in Missouri (including those with identified union contracts) seeking the following data for April 2024: (1) a list of payroll deduction codes, (2) the number of teachers and other school employees from whose paychecks the district deducted union dues; and (3) the total amount of the deductions.

While not every district responded completely to the request in time for publication, the responses showed that at least 57 of Missouri’s 100 largest school districts, and several public colleges, use taxpayer-funded payroll systems to deduct union dues, and at least 35 of these districts deducted over \$400,000 in dues from about 7,200 school employees in April 2024 alone.²⁶ At that rate, Missouri school districts would collect at least \$4 million in dues for unions over the course of a school year.²⁷ Representing data from only a sample of Missouri’s 518 school districts, the total amount of revenue collected on behalf of the MNEA, AFT Missouri and other unions using public school resources likely far exceeds that amount, and could be in the tens of millions of dollars.

²² Mo. Rev. Stat. § 168.300

²³ National Education Association. “8 essentials to a strong union contract without fair-share fees.” <https://www.freedomfoundation.com/wp-content/uploads/2018/03/NEA-8Essentials.pdf>

²⁴ Freedom Foundation. “Federal Lawsuits Against Government Unions for Forging Signatures on Membership Forms.” <https://www.freedomfoundation.com/wp-content/uploads/2022/04/Union-forgery-handout.pdf>

²⁵ See pages 19-31, Chart I: Payroll Deduction of Union Dues by Employer

²⁶ *Id.*

²⁷ Conservatively based on a 10-month pay cycle.

WHAT GOVERNMENT COLLECTION OF UNION DUES COSTS TAXPAYERS

Though it certainly costs *something*, there’s no way to definitively quantify the cost to taxpayers of school districts setting up and maintaining processes to deduct union dues from employees’ paychecks, though a reasonable estimate could run tens of thousands of dollars per year.

By way of comparison, the Federal Election Campaign Act requires any corporation “that utilizes a method of... facilitating the making of voluntary contributions” to a federal political committee to “make available such method, on written request and at a cost sufficient only to reimburse the corporation for the expenses incurred thereby, to a labor organization representing any members working for such corporation...”²⁸ Further, regulations adopted by the Federal Election Commission specifically apply this framework to employer-collection of political contributions via payroll deduction.²⁹

Often, the reimbursement rate is bargained between the corporation and the union. For example, a review of private-sector collective bargaining agreements in the Pacific Northwest indicates that, where such provisions are included, it is customary for the union to reimburse the employer for 0.25 percent of the amounts deducted for the union’s political fund to offset the cost to the employer of processing the contributions.³⁰

It should be noted that Missouri law seemingly requires a similar arrangement for school districts, providing that they deduct the “cost of compliance” of an employee’s designated payroll deduction along with the payment amount.³¹ However, there’s little indication that Missouri school districts regularly, if ever, adhere to this practice.

A review of current school board policies adopted by the state’s 25 largest districts, most of which are modeled after Missouri School Boards Association sample policies which comply with the applicable law,³² revealed that only 11 maintained this requirement on paper, while out of the other 14, nine left the provision out altogether and five changed it to simply provide that the district “may” perform the administrative deduction if it chooses.³³ To gain more definitive feedback, the Freedom Foundation sent requests to several of these districts specifically asking about the practice. While not every district responded in time for publication, those that did—including Kansas City Public Schools, where the board’s policy ostensibly requires it³⁴—indicated that no such reimbursement took place.³⁵

²⁸ 2 U.S.C. § 441b(6)

²⁹ 11 CFR § 114.5(k)(1)

³⁰ See, for example:

Article 2.5 of the collective bargaining agreement between SEIU 199NW and Kaiser Permanente for RNs:

https://www.seiu199nw.org/wp-content/uploads/2024/04/Contract-RN_ARNP-2023-2027-combined_1.pdf

Section 2.5 of the 2019-2022 collective bargaining agreement between SEIU 775 and Providence Mother Joseph Care Center:

<https://seiu775.org/wp-content/uploads/2021/07/SEIU-775-and-Providence-Mother-Joseph-Care-Center-2019-2022-MOU.pdf>

Memorandum of understanding in the collective bargaining agreement between UFCW 21 and St. Anne Hospital:

<https://static1.squarespace.com/static/5418aa2ce4b097579b5c27e5/t/6324fba69c4448476b829e53/1663368116013/CHI+St.+Anne+Hospital+20-23.pdf>

³¹ Mo. Rev. Stat. § 168.300.5

³² The Missouri School Boards Association’s sample policies are available here: <https://www.mosba.org/o/msba/page/policy-sample>

³³ See for example, Columbia Public Schools’ Board of Education Policy DLB: Salary Deductions.

<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=42&revid=LBCibJLiTRRo39V2MF1pluskA==&ptid=amIgTZiB9plushNjl6WXhfiOQ==&secid=y1ZW0qRGjEafuplusqEjNeK2Q==&PG=6&IRP=0&isPndg=false>

³⁴ Kansas City Public Schools Board Policy Manual. Policy DLB: Salary Deductions.

<https://simbli.eboardsolutions.com/Policy/ViewPolicy.aspx?S=228&revid=slshGW3g4PWjixpluszyxc07mVJw==&ptid=amIgTZiB9plushNjl6WXhfiOQ==&secid=y1ZW0qRGjEafuplusqEjNeK2Q==&PG=6&IRP=0&isPndg=false>

³⁵ District responses to the Freedom Foundation’s requests are available here: https://www.freedomfoundation.com/wp-content/uploads/2025/02/PRR_cost-of-compliance_combined-responses.pdf

Moreover, Fort Zumwalt School District officials explained that the administrative costs associated with setting up and performing the deduction would actually cost *more* than the reimbursement amount, only further affirming, despite their assurances, that the cost to Missouri taxpayers of setting up and processing union dues deductions in the first place is both real and significant.³⁶

In any case, there's no reason the cost of creating and administering payroll deduction of political contributions should differ much from the collection of union dues. If anything, political contributions should be easier to administer, as fewer unionized employees will contribute to the union's political committee than will pay dues.

Still, at a rate of 0.25 percent, the cost to Missouri taxpayers of collecting \$4 million in union dues for the MNEA, AFT Missouri and other unions representing public school employees in Missouri could amount to about \$10,000 per year. However, because this represents only a portion of the state's school districts, and because unions using the 0.25 percent model are unlikely to agree to reimburse an employer for more than the actual cost of such deductions and probably try to negotiate a rate that is *lower* than actual costs, this is likely a conservative estimate.

It is also worth noting that, since the U.S. Supreme Court's *Janus* ruling established that "...States and public-sector unions may no longer extract agency fees from nonconsenting [public] employees" and that no union payments "may be deducted from a nonmember's wages... unless the employee affirmatively consents to pay," government employers in Missouri have a responsibility to ensure that they observe and protect public employees' First Amendment rights to refrain from union membership and dues payment and could face liability under federal civil rights laws for failure to do so.³⁷

TAXPAYER-FUNDED DUES COLLECTION SUBSIDIZES UNION POLITICS

Missouri law clearly establishes the principle that taxpayer funds and government resources are not to be used to support candidates for public office or ballot measures. Mo. Rev. Stat. § 115.646 provides:

"No contribution or expenditure of public funds shall be made directly by any officer, employee or agent of any political subdivision to advocate, support, or oppose any ballot measure or candidate for public office, or to direct any public funds to... any committee supporting or opposing such ballot measures or candidates."³⁸

The Missouri Attorney General has explained that the purpose of Mo. Rev. Stat. § 115.646 is to advance "Missouri's interest in preventing unconstitutional abridgments of the freedom of speech of taxpayers by compelling them to subsidize messages they do not support."³⁹ Accordingly, the Missouri Ethics Commission (MEC), which enforces most of the state's campaign finance rules, has found that even incidental uses of taxpayer-funded resources—such as displaying links on a public employer's website to social media pages that solicited contributions for candidates⁴⁰ or using a government email address to invite others to a candidate event⁴¹—violate Mo. Rev. Stat. § 115.646.

State law also specifically limits the use of *state* resources for political activity by state employees and lawmakers. Mo. Rev. Stat. §§ 36.150(4) and 36.157 provide that no state employee may act as an "agent" in

³⁶ *Id.*

³⁷ *Janus v. AFSCME*, (2018). https://www.supremecourt.gov/opinions/17pdf/16-1466_2b3j.pdf

³⁸ Mo. Rev. Stat. § 115.646

³⁹ See the state's appellate brief to the Missouri Supreme Court in *City of Maryland Heights v. State*, 638 S.W.3d 895 (Mo. 2022). https://www.freedomfoundation.com/wp-content/uploads/2025/01/City-of-Maryland-Heights_State-of-Missouri-appellate-brief-1.pdf

⁴⁰ Missouri Ethics Commission Case No. 22-0002-I (2022). <https://mec.mo.gov/Scanned/CasedocsPDF/CMTS1692.pdf>

⁴¹ Missouri Ethics Commission Case Nos. 23-0041-I and 23-0044-I (2024). <https://mec.mo.gov/Scanned/CasedocsPDF/CMTS1823.pdf>

the solicitation of political contributions from other state employees⁴² and further prevent them engaging in political activity “while on duty” or “[b]y utilizing any state resources or facilities.”⁴³ Meanwhile, Article III, § 20(c) of the Missouri Constitution—enacted, ironically, as the result of a 2018 ballot initiative funded primarily by the NEA and MNEA⁴⁴—strictly prohibits Missouri state lawmakers and legislative candidates from engaging in political fundraising on state property.⁴⁵

All of these instances pale in comparison to the use of taxpayer-funded payroll systems to *systematically process and deliver political contributions* to a union, a service that is spelled out in at least 40 of the union contracts reviewed by the Freedom Foundation.⁴⁶ And even where “political contributions” are not specifically named, school district collection of union dues on behalf of the MNEA, AFT Missouri and others invariably results in taxpayers subsidizing teachers unions’ political campaigns.

As recently as December 2023, the MNEA’s online membership enrollment form indicated that the union automatically transferred a portion of every member’s dues payment into the union’s statewide political action and ballot measure committees.⁴⁷ Though the MNEA’s form described these payments as “voluntary contributions,” members were automatically opted into making the contribution unless they proactively reduced the default amount to \$0. Similar arrangements, commonly referred to as “reverse check-off,” are strictly prohibited under federal election laws.⁴⁸

Additionally, though they are separate legal entities, their affiliation with the NEA requires the MNEA and its local affiliates to send a portion of the dues collected from Missouri teachers to the NEA headquarters in Washington, D.C. For the 2024-25 school year, \$213 of the annual dues paid by each full-time MNEA member goes to the NEA.⁴⁹

According to the NEA’s annual financial reports to the U.S. Department of Labor, about 10-20 percent of the funds spent by the NEA in a typical year are for “political activities and lobbying,” including direct political contributions and expenditures for candidates, committees and ballot measures, some of which involve Missouri elections.

Excluding the sale and purchase of various investments, the NEA reported spending a total of just over \$394 million in the 2023-24 academic year, of which \$39 million (9.9 percent) was for “political activities and lobbying.”⁵⁰ Among that political activity and lobbying was \$196,000 in “ballot initiative support grants” given to the MNEA. Additionally, that same year the NEA contributed \$18.9 million to the NEA Advocacy Fund,⁵¹ a dues-funded political committee.⁵² According to campaign disclosure reports filed with the MEC by Taxpayers in Support of Public Education (TISPE), one of the four political action committees that the

⁴² Mo. Rev. Stat. § 36.150(4)

⁴³ Mo. Rev. Stat. § 36.157

⁴⁴ Ben Straka. “Out of Touch: The Hyper-Partisan Politics of the Missouri National Education Association.” Freedom Foundation. January 2025. <https://www.freedomfoundation.com/wp-content/uploads/2025/01/Out-of-Touch-The-Hyper-Partisan-Politics-of-the-Missouri-National-Education-Association.pdf>

⁴⁵ Mo. Const. art. III, § 20(c)

⁴⁶ See pages 19-31, Chart I: Payroll Deduction of Union Dues by Employer

⁴⁷ Internet Archive Wayback Machine. Missouri NEA Membership Enrollment Form. Accessed December 1, 2023. <https://web.archive.org/web/20231201154538/https://www.mnea.org/sites/default/files/publications/MembershipMaterials/membershipform.pdf>

⁴⁸ See 52 U.S.C. § 30118(3)(A) and 11 CFR § 114.5(a)(1).

⁴⁹ See, for example, the Nebraska State Education Association’s 2024-25 dues structure, for which the NEA-owed portion adheres to the same requirements as all NEA state affiliates.

https://www.nsea.org/sites/default/files/content_images/Delegate_Assembly/2024/April24-DA-DuesAgenda-1.pdf

⁵⁰ National Education Association. U.S. Department of Labor Form LM-2, November 27, 2024.

<https://olmsapps.dol.gov/query/orgReport.do?rptId=900357&rptForm=LM2Form>

⁵¹ *Id.*

⁵² The NEA itself is the only contributor to the NEA Advocacy Fund, according to the Fund’s disclosures to the Federal Election Commission. <https://www.fec.gov/data/committee/C00489815/?tab=raising>

MNEA operates,⁵³ the NEA Advocacy Fund gave \$85,000 to TISPE between January and November 2024—*more than 7 times the amount of voluntary member contributions received during the same period by all four of the MNEA’s political action committees combined.*⁵⁴

In 2018, the NEA and MNEA used members’ dues to finance the controversial ‘Clean Missouri’ redistricting, campaign finance and lobbying ballot initiative, together contributing over \$1.5 million to the campaign.⁵⁵ And though lawmakers subsequently referred Amendment 3 to the ballot in 2020, the passage of which successfully reversed some of the 2018 measure’s more objectionable features, the NEA and MNEA again spent \$1.7 million of their members’ dues—the collection and delivery of which is funded by Missouri taxpayers—in an attempt to tip the scales.⁵⁶

The same dynamic is at work with the AFT and other unions representing public education employees in Missouri.

AFT’s annual financial disclosures show that the union’s national headquarters spent \$272 million in the 2023-24 fiscal year, of which \$38.1 million (14 percent) went towards “political activities and lobbying,” including \$31,851 in contributions to AFT Missouri affiliates.⁵⁷ Like the NEA, the AFT headquarters also operates a dues-funded political organization—AFT Solidarity—which expends funds on state elections.

Meanwhile, the Service Employees International Union (SEIU) Local 1, which operates out of Illinois but has organized some school staff and community college faculty in Missouri, forwarded \$7.1 million of its members’ dues to its national headquarters in 2023.⁵⁸ That same year, the union’s headquarters reported total expenditures of \$291 million, of which \$50.1 million (17.2 percent) went toward “political activities and lobbying,” including nearly \$100,000 in “support for political activities” given to the Missouri SEIU State Council.⁵⁹ The Missouri SEIU State Council conducts political activity on behalf of all SEIU affiliates in Missouri⁶⁰ and is almost exclusively funded by the SEIU’s national headquarters for that sole purpose. For instance, in 2018, the union’s headquarters contributed \$400,000 in member dues to the Missouri SEIU State Council.⁶¹ The Missouri SEIU State Council then transferred over half-a-million dollars to its political action committee, which in turn spent nearly that same amount supporting and opposing political candidates and ballot measures in Missouri’s 2018 elections.⁶²

All of this electioneering is financed by union members’ dues, collected and delivered to these unions via public school payroll systems subsidized by Missouri taxpayers.

Unfortunately, because state law currently provides no specific safeguards against the use of school district property and resources for political activity, Mo. Rev. Stat. § 168.300, though not specific to unions, arguably

⁵³ Missouri NEA. FY2023 IRS Form 990. Schedule R, Part II.

https://apps.irs.gov/pub/epostcard/cor/431005405_202308_9900_2024041022353102.pdf

⁵⁴ The MNEA’s various political committee disclosure filings for 2024 are available at: https://www.freedomfoundation.com/wp-content/uploads/2025/01/MNEA-political-committee-disclosure-reports_2024-all-combined.pdf

⁵⁵ Ben Straka. “Out of Touch: The Hyper-Partisan Politics of the Missouri National Education Association.” Freedom Foundation. January 2025. <https://www.freedomfoundation.com/wp-content/uploads/2025/01/Out-of-Touch-The-Hyper-Partisan-Politics-of-the-Missouri-National-Education-Association.pdf>

⁵⁶ *Id.*

⁵⁷ American Federation of Teachers. U.S. Department of Labor Form LM-2, September 27, 2024.

<https://olmsapps.dol.gov/query/orgReport.do?rptId=898876&rptForm=LM2Form>

⁵⁸ Service Employees International Union Local 1. U.S. Department of Labor Form LM-2, March 28, 2024.

<https://olmsapps.dol.gov/query/orgReport.do?rptId=887681&rptForm=LM2Form>

⁵⁹ Service Employees International Union. U.S. Department of Labor Form LM-2, March 29, 2024.

<https://olmsapps.dol.gov/query/orgReport.do?rptId=889436&rptForm=LM2Form>

⁶⁰ SEIU Missouri/Kansas State Council. “About.” <https://www.seiumo.org/about/>

⁶¹ Service Employees International Union. U.S. Department of Labor Form LM-2, March 29, 2019.

<https://olmsapps.dol.gov/query/orgReport.do?rptId=698373&rptForm=LM2Form>

⁶² SEIU Missouri State Council PAC’s committee disclosure filings are available at: https://www.freedomfoundation.com/wp-content/uploads/2025/01/MO-SEIU-State-Council-disclosure-reports_2018-combined.pdf

permits district-administered payroll deduction of dues and political contributions in the absence of any other statutory limitations.

In short, school district collection of union dues and political contributions represents a glaring workaround to the clear principle established under Missouri law—one that even teachers unions themselves appear to recognize—that political activity and fundraising shouldn’t take place at taxpayers’ expense. Not only do these unions leverage school-administered payroll systems to directly engage in electoral political activity, but by routing some of the dues money to their national affiliates, which then use some of the funds to engage in campaign spending, unions like the NEA, AFT and SEIU exploit a loophole in state law that results in Missouri taxpayers directly supporting millions of dollars in union politicking.

MISSOURI LAWMAKERS SHOULD END SCHOOL DISTRICTS’ COLLECTION OF UNION DUES

Missouri lawmakers can and should end payroll deduction of union dues by Missouri’s public schools and require unions representing teachers and other educational personnel to collect their own dues from those willing to voluntarily sign up to pay.

For educators who sincerely want to join a union, paying dues absent payroll deduction need not be any more difficult than signing up for Netflix. In fact, because some Missouri school districts currently do not collect dues for teachers unions, the NEA and MNEA have already set up a service called “eDues”⁶³ and the MNEA provides the option for some members to pay the union directly using their bank account, credit card or check payment.⁶⁴

As an added benefit, teachers and other school employees would have more control over their membership in a union and the worst union practices, such as forgery of signatures on membership forms, would no longer be possible.

In short, there is little public policy justification for requiring taxpayers to spend tens of thousands of dollars per year collecting millions of dollars for private special interest groups which use hundreds of thousands of dollars to engage in partisan political advocacy, especially when convenient alternatives are available that increase educators’ control over their union membership and pose no legal risks to public schools.

States are increasingly recognizing the wisdom of disentangling government from union dues collection, and many, such as Iowa⁶⁵ and Wisconsin,⁶⁶ already prohibit payroll deduction of union dues from public employees’ paychecks. In 2023 alone, Florida,⁶⁷ Arkansas,⁶⁸ Tennessee⁶⁹ and Kentucky⁷⁰ all ended government-administered union dues collection for teachers unions. Missouri should follow suit.

PAID TIME OFF FOR UNION ACTIVITY

WORKING FOR THE SCHOOL OR WORKING FOR THE UNION?

⁶³ Missouri NEA. “Join Missouri NEA.” <https://www.mnea.org/joinmnea>

⁶⁴ Missouri NEA Membership Enrollment Form.

<https://www.mnea.org/sites/default/files/publications/MembershipMaterials/membershipform.pdf>

⁶⁵ Iowa Code § 70A.19

⁶⁶ Wis. Stat. § 111.845

⁶⁷ SB 256 (2023). <https://www.flsenate.gov/Session/Bill/2023/256>

⁶⁸ SB 473 (2023). <https://www.arkleg.state.ar.us/Bills/Detail?id=SB473&ddBienniumSession=2023%2F2023R>

⁶⁹ SB 281 (2023). <https://wapp.capitol.tn.gov/apps/Billinfo/default.aspx?BillNumber=SB0281&ga=113>

⁷⁰ SB 7 (2023). <https://apps.legislature.ky.gov/record/23rs/sb7.html>

Another top priority for teachers unions—second only, perhaps, to payroll deduction of union dues—is release time for union officers. As the NEA advises its affiliates,

“[Seek to get the employer to provide] release time from employment duties on a full-, part-time or occasional basis for leaders (such as local presidents, bargaining team members, and building reps) to fulfill labor management responsibilities and maintain a strong Association. The leaders should be released without loss of pay, benefits or seniority.”⁷¹

In other words, release time is paid time off granted to teachers and other school employees serving in union roles specifically to engage in union business or attend union events during working hours, all while continuing to receive their full, taxpayer-funded salary and benefits. Of the 103 collective bargaining agreements analyzed by the Freedom Foundation, at least 68 included release time provisions requiring Missouri taxpayers to foot some or all of the bill.⁷²

For example, in Lindbergh Schools, the MNEA is “credited with Association Days during which designated agents of the association(s) conduct association business. The cost of substitute teachers will be paid for by the district.”⁷³

In Wentzville, the collective bargaining agreement for school support staff provides that members of AFT Missouri “shall be provided an aggregate bank of one hundred (100) hours release time per fiscal year to address union business with no loss of pay or benefits.”⁷⁴ And in the Francis Howell School District, the local MNEA affiliate managed to secure a whopping “180 release *days*” out of the school year “to be used by the entire organization.”⁷⁵ (Emphasis added).

Meanwhile, the MNEA’s contract with the Special School District of St. Louis County (SSD) covering special education employees provides that the local union president “will be released from their regular position on a full-time basis” and “shall be compensated... and retain all other benefits they would in full-time employment” while inexplicably providing that the union will only “reimburse the district half the cost of the [union president’s] total compensation...”⁷⁶ (Emphasis added). A similar arrangement exists with the teachers union in North Kansas City Schools, although with no apparent reimbursement whatsoever for the local MNEA president’s paid release.⁷⁷

Several school districts have even agreed to designate MNEA conventions as paid staff workdays with the expectation that employees attend. For instance, collective bargaining agreements negotiated with SSD and the Rockwood School District state, respectively:

“When the State NEA meeting is held in St. Louis, Special School District classes will not be in session. However, since this is a workday, Employees are expected to attend the State NEA meeting

⁷¹ National Education Association. “8 essentials to a strong union contract without fair-share fees.”

<https://www.freedomfoundation.com/wp-content/uploads/2018/03/NEA-8Essentials.pdf>

⁷² See pages 32-39, Chart II: Union Release Time by Employer

⁷³ Collective bargaining agreement between Lindbergh Schools and the Lindbergh NEA. Article X, Section D. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Lindbergh-SD-CBA_MNEA_2022-2025-teachers.pdf

⁷⁴ Collective bargaining agreement between the Wentzville School District and the Wentzville Federation of School Related Employees, Local 4894 AFT. Article VIII, Section A. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Wentzville-SD-CBA_AFT-Local-4894_2021-2024-support-staff.pdf

⁷⁵ Collective bargaining agreement between the Francis Howell School District and the Francis Howel Education Association Educational Support Counselors. Article IX, Section 9.1. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Francis-Howell-SD-CBA_MNEA_2024-2026-counselors.pdf

⁷⁶ Collective bargaining agreement between SSD and the Special Education Employee Association. Article 22. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/SSD-of-St.-Louis-County-CBA_MNEA_2023-2026-special-education.pdf

⁷⁷ Collective bargaining agreement between North Kansas City Schools and the North Kansas City NEA. Article V, Section 5.3. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/North-Kansas-City-SD-CBA_MNEA_2024-2026-teachers.pdf

or report to their assigned building or district-sponsored in-services/workshops. If requested, Employees must provide proof of attendance.”⁷⁸

“When the MNEA Fall Conference is scheduled to be in St. Louis, students will not be in session and it will be a teacher workday... Teachers will provide to the building principal a proof of participation at MNEA conference or other appropriate educational staff development activities.”⁷⁹

Further, because state law provides no restrictions on paid time off for union activity, it can be used for anything, up to and including engaging in politics and lobbying. While many release time provisions are open-ended, several of the union contracts reviewed by the Freedom Foundation explicitly call for taxpayer-funded union lobbying. For example, the Northwest School District’s union contract for teachers specifically provides that the local MNEA affiliate “will be designated with Association Leave to be used for state meetings, lobby days and other official business...”⁸⁰ (Emphasis added).

Unfortunately, precisely measuring the cost of union release time statewide is not possible, due to a variety of factors. However, given the prevalence of open-ended release time provisions in the collective bargaining agreements analyzed, and the fact that less than half of the agreements call for any kind of reimbursement from the union whatsoever (and even then, the reimbursement provided is generally for substitute costs only), the total taxpayer subsidy for public school employees spending time out of the classroom on union business could easily amount to hundreds of thousands of dollars per year.

SHIFTING THE COST FROM TAXPAYERS TO UNIONS

When formally designated to represent a bargaining unit of teachers, support staff or other educational personnel, a union has legal obligations to fulfill towards represented employees, so provisions should be made for union officers to perform their necessary representational duties, like contract negotiations with the employer. However, there is no public policy justification for requiring taxpayers to foot the bill for union activity. Taxpayers must already cover the expenses incurred by the school employer for contract negotiations, responding to union grievances, etc.; they needn’t cover the costs of union administration and advocacy on the other side of the bargaining table, too.

Thankfully, there are a variety of ways to permit unions to function while covering their own expenses. School officials could provide unpaid time off to employees serving in union roles, an arrangement in effect between the Francis Howell School District and its transportation employees’ union.⁸¹ Nothing prevents a union from paying employees for time spent working for the union. After all, what are members paying dues for if not to compensate union officers to run the union?

Alternatively, educators could use personal paid time off to engage in union activity or could donate accrued PTO to a bank of time from which union officials could draw as needed, the former of which already happens for some St. Louis Community College employees.⁸²

⁷⁸ Collective bargaining agreement between SSD and the Special Education Employee Association. Article 15, Section 15.6. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/SSD-of-St.-Louis-County-CBA_MNEA_2023-2026-special-education.pdf

⁷⁹ Collective bargaining agreement between the Rockwood School District and the Rockwood NEA. Article XIX, Section C. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Rockwood-SD-CBA_MNEA_2022-2025-teachers.pdf

⁸⁰ Collective bargaining agreement between the Northwest School District and the Northwest Education Association. Article 2, Section 2.8. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Northwest-SD-CBA_MNEA_2023-2025-teachers.pdf

⁸¹ Collective bargaining agreement between the Francis Howell School District and Teamsters Local 610. Article 18, Section 18.4. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Francis-Howell-SD-CBA_Teamsters-Local-610_2023-2026-transportation.pdf

⁸² For instance, Article XV of the collective bargaining agreement between St. Louis Community College and its Professional Employees Bargaining Unit provides that, in addition to unpaid release time, employees may “use vacation or personal days... for

Finally, unions could simply reimburse the educational body for the value of employees' wages and benefits for time spent performing union functions, an arrangement already in effect for the teachers union president's full-time release in St. Louis Public Schools.⁸³

Around the country, policymakers are increasingly taking steps to shield taxpayers from funding union administration and advocacy by regulating or prohibiting employer-paid release time. In 2018, President Trump sharply curtailed paid union release time in the federal workforce via executive order.⁸⁴ In 2022, Arizona passed legislation prohibiting government employers from spending "public monies for union activities,"⁸⁵ and other states like Utah and Ohio are considering cracking down on union release time as well.

The time is right for Missouri policymakers to take the lead on this important, pro-taxpayer reform.

UNION PARTICIPATION, AND MEMBERSHIP SOLICITATION, DURING NEW EMPLOYEE ORIENTATIONS

The NEA encourages its affiliates to bargain for union participation in employer-conducted new employee orientations (NEOs). According to the NEA, its affiliates should ensure that "an adequate length of time is provided and that the presentation has a prominent place on the agenda (for example, no less than 60 minutes at the beginning of the orientation)" and that "the orientation is conducted in-person during work hours."⁸⁶

A charitable interpretation of such orientations is that they provide an opportunity for the union to educate employees on their rights in the workplace. The unfortunate practical reality, however, is that union participation in NEOs is designed to pressure employees into joining the union, contributing to union political funds, and inculcating pro-union sentiment among employees, as the union-aligned nonprofit Jobs with Justice explained in detail in its 30-page guide, "Making the Case for Union Membership: The Strategic Value of New Hire Orientations."⁸⁷

For instance, in a leaked recording of a 30-minute union presentation at a Washington State Department of Labor and Industries NEO in 2021, union organizers spent their time leveling false claims against "cruel" conservative political and ideological opponents allegedly seeking to "totally takeover" public employees' lives and "outsource all your jobs." Agency management wasn't spared, either, with union reps claiming department leaders would "gaslight" employees. After sufficient fearmongering, the tirade concluded with a membership pitch. There's no indication any workplace rights were discussed.⁸⁸

travel and attendance at national and state association conventions, representative assemblies, and leadership training." https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/St.-Louis-CC-CBA_MNEA_2018-2021-professional-employees.pdf

⁸³ Collective bargaining agreement between St. Louis Public Schools and AFT St. Louis, Local 420. Article VI, Section B. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/St.-Louis-SD-CBA_AFT-Local-420_2020-2023-teachers-secretaries-and-paraprofessionals.pdf

⁸⁴ Executive Order 13837. May 25, 2018. <https://www.federalregister.gov/documents/2018/06/01/2018-11916/ensuring-transparency-accountability-and-efficiency-in-taxpayer-funded-union-time-use>

⁸⁵ SB 1166. <https://apps.azleg.gov/BillStatus/BillOverview/76638?Sessionid=125>

⁸⁶ National Education Association. "8 essentials to a strong union contract without fair-share fees." <https://www.freedomfoundation.com/wp-content/uploads/2018/03/NEA-8Essentials.pdf>

⁸⁷ Maxford Nelsen. "Guide Explains How Unions Indoctrinate Employees Into Joining." Freedom Foundation. May 31, 2018. <https://www.freedomfoundation.com/labor/guide-explains-how-unions-indoctrinate-employees-into-joining/>

⁸⁸ Maxford Nelsen. "Union reps caught on tape trashing Freedom Foundation at L&I employee orientation." Freedom Foundation. August 10, 2021. <https://www.freedomfoundation.com/labor/union-reps-caught-on-tape-trashing-freedom-foundation-at-li-employee-orientation/>

According to the Freedom Foundation’s review of union contracts in Missouri school districts, at least 32 provide opportunities for similar union recruitment as part of their orientation process for new hires, with few restrictions on content and little to no apparent ability for educators to opt-out of the sales pitch.⁸⁹

For example, the Mehlville School District’s union contract for teachers provides that the local MNEA affiliate “shall have an opportunity to speak at new employee orientation meetings and at any district sanctioned “back to school” event... The Association may provide information concerning Association membership, which the District may include in the new employee orientation package.”⁹⁰

Some districts go even further. In the Meramec Valley School District, the teachers union is given the right to regularly discuss “Association business” with *all* teachers at each of the district’s professional development meetings, and is further granted an exclusive, one-hour captive audience meeting with newly hired educators.⁹¹ About the latter, the collective bargaining agreement provides:

“The Association shall have up to one (1) hour during orientation for the Association to speak with all new hires to introduce the Association and provide general information regarding the Association’s services... Only the recognized exclusive representative Association shall be allocated time by the District to speak as a professional association for certificated teachers during the new teacher orientation.”⁹²

All of these meetings take place during work hours at taxpayers’ expense. While educators are free to interact with a union if they wish, Missouri lawmakers should ensure that no teacher or other public school employee is required by their employer to attend union events, listen to a union sales pitch, or otherwise interact with a union against their will.

ENHANCED ACCESS TO EDUCATORS’ PERSONAL INFORMATION

Another priority for unions is getting the employer to agree to turn over detailed personal information about employees to aid union efforts to solicit membership, both at work and at home. According to the NEA, “[s]trong [contract] language should ensure that... [f]ull contact information is provided, including name... home and worksite phone numbers, home and worksite email addresses, and home address.”⁹³

Where possible—including at St. Louis Community College—unions have even successfully bargained for access to educators’ Social Security numbers.⁹⁴

Not only does the disclosure of such personal information have the potential to compromise employees’ privacy but, in other contexts, businesses selling memberships must do the work of identifying their target audience and promoting their product or services accordingly. Unions already have heightened, direct access to public school employees at work; there is no reason to allow them to use records of employees’ personal contact information, collected and maintained by the government at taxpayer expense, for commercial marketing purposes.

⁸⁹ See pages 40-42, Chart III: Union Access to New Employee Orientation by Employer

⁹⁰ Collective bargaining agreement between the Mehlville School District and the Mehlville NEA. Section 3.1. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Mehlville-SD-CBA_MNEA_2024-2025-teachers.pdf

⁹¹ Collective bargaining agreement between the Meramec Valley School District and the Meramec Valley NEA. Article 4, Sections 1 and 8. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Meramec-Valley-SD-CBA_MNEA_2024-2025-teachers.pdf

⁹² *Id.*

⁹³ National Education Association. “8 essentials to a strong union contract without fair-share fees.” <https://www.freedomfoundation.com/wp-content/uploads/2018/03/NEA-8Essentials.pdf>

⁹⁴ Collective bargaining agreement for adjunct faculty between St. Louis Community College and the Service Employees International Union, Local 1. Article 5, Section 4. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/St.-Louis-CC-CBA_SEIU-Local-1_2021-2024-adjunct-faculty.pdf

Thankfully, Missouri law already contains strong privacy protections for public employees. The Missouri Sunshine Law prohibits the disclosure of “individually identifiable personnel records” of public employees except for their “names, positions, salaries and lengths of service.”⁹⁵

Nevertheless, at least 35 of the union contracts negotiated with Missouri’s school districts and public colleges contain provisions granting the union access to personal information about educators that would not be legally disclosable under the Sunshine Law.⁹⁶

For example, the MNEA has negotiated several collective bargaining agreements with Springfield Public Schools covering various employees, each of which requires the district to turn over “the names and contact information including home address, telephone number, and email address, of the employees of the Bargaining Unit” along with the same information for all “newly hired Bargaining Unit employees” upon request.⁹⁷

The teachers union contract with St. Louis Public Schools requires the district to “furnish to the Union by September 30th, October 30th, January 30th, April 30th and June 30th of each year a complete list of employees” that includes their home address.⁹⁸

And as previously mentioned, St. Louis Community College has even gone so far as to provide unions with educators’ Social Security numbers. In its most recent collective bargaining agreement negotiated with SEIU Local 1 for adjunct faculty, the college agreed that “[n]ames, campus addresses, campus telephone numbers, and campus email addresses, home addresses, home telephone numbers, cell phone numbers, email address, date of hire, rates of pay and last four (4) digits of social security number of all College part-time Employees, sorted by campus location shall be provided without cost to the Union.”⁹⁹ Furthermore,

⁹⁵ Mo. Rev. Stat. § 610.021(13)

⁹⁶ See pages 43-45, Chart IV: Union Access to Employee Information by Employer

⁹⁷ Collective bargaining agreement for teachers between Springfield Public Schools and the Springfield NEA. Article 5, Sections 4-5. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Springfield-SD-CBA_MNEA_2024-2025-teachers.pdf

Collective bargaining agreement for support staff between Springfield Public Schools and the Springfield NEA. Article 5, Sections 4-5. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Springfield-SD-CBA_MNEA_2024-2025-support-staff.pdf

Collective bargaining agreement for specialized instructional personnel between Springfield Public Schools and the Springfield NEA. Article 5, Sections 4-5. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Springfield-SD-CBA_MNEA_2024-2025-specialized-instructional-personnel.pdf

Collective bargaining agreement for nutrition services between Springfield Public Schools and the Springfield NEA. Article 5, Sections 4-5. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Springfield-SD-CBA_MNEA_2024-2025-nutrition-services.pdf

Collective bargaining agreement for nurses between Springfield Public Schools and the Springfield NEA. Article 5, Sections 4-5. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Springfield-SD-CBA_MNEA_2024-2025-nurses.pdf

Collective bargaining agreement for IT services between Springfield Public Schools and the Springfield NEA. Article 5, Sections 4-5. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Springfield-SD-CBA_MNEA_2024-2025-IT-services.pdf

Collective bargaining agreement for facility services between Springfield Public Schools and the Springfield NEA. Article 5, Sections 4-5. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Springfield-SD-CBA_MNEA_2024-2025-facility-services.pdf

Collective bargaining agreement for administrative assistants between Springfield Public Schools and the Springfield NEA. Article 5, Sections 4-5. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Springfield-SD-CBA_MNEA_2024-2025-admin-assistants.pdf

⁹⁸ Collective bargaining agreement between St. Louis Public Schools and AFT St. Louis, Local 420. Article VI, Section E. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/St.-Louis-SD-CBA_AFT-Local-420_2020-2023-teachers-secretaries-and-paraprofessionals.pdf

⁹⁹ Collective bargaining agreement between St. Louis Community College and the Service Employees International Union, Local 1. Article 5, Section 4. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/St.-Louis-CC-CBA_SEIU-Local-1_2021-2024-adjunct-faculty.pdf

the college’s current collective bargaining agreement with AFT Missouri, Local 3506 grants union officials the right receive the *full* Social Security numbers of any employees paying dues.¹⁰⁰

To protect educators’ privacy and limit unwanted union contact, as well as ensure records collected and maintained at taxpayer expense are not used for union marketing, state law should prohibit educational bodies from providing more personal information about their employees to a union than is disclosable under the Missouri Sunshine Law.

UNIONS’ PRIVILEGED ACCESS TO AND USE OF SCHOOL FACILITIES AND RESOURCES

Wherever possible, unions seek exclusive, or at least preferential, access to public school facilities, communications systems, and events to communicate with employees, solicit membership, and otherwise conduct the affairs of the union at taxpayer expense. Yet again, this strategy is specifically advocated by NEA headquarters, which encourages its affiliates to seek to, “[e]nsure that [union] leaders and staff have access to worksites to meet and communicate on a regular basis with members and potential members.”¹⁰¹

According to the NEA, union contracts should ensure that,

- Association meetings are allowed at work locations without charge
- Association representatives (staff and leaders) do not require prior approval to access worksite...
- The Association can use worksite bulletin boards, and employer mail, email and telecommunications services
- Rival organizations are prohibited from access to work sites and use of facilities”¹⁰²

Of the 103 collective bargaining agreements reviewed by the Freedom Foundation, at least 85 contain provisions allowing for this kind of privileged, little- or no-cost union access to and use of school facilities far above and beyond what community organizations or even rival unions could secure.¹⁰³

For instance, the Mehlville School District’s collective bargaining agreement provides the teachers union with “uncensored use of meeting spaces, mailboxes, email, and other communication systems for communicating with bargaining unit members,” and further specifies that the union “may use the District’s email accounts to direct members to other Association-sanctioned websites, such as the Association web site and other related communication tools; and for all official Association business...”¹⁰⁴ The contract between the Meramec Valley School District and its local MNEA affiliate provides similar rights to the union, but goes a step further by requiring the district to “avoid scheduling after school staff meetings or professional development” for the specific purpose of allowing the teachers union to hold its monthly membership meetings in district facilities, and to “notify building administration to avoid scheduling conflicts with the Association.”¹⁰⁵

¹⁰⁰ Collective bargaining agreement between St. Louis Community College and the Junior College District Federation of Teachers and Classified JCDFTC, AFT/AFL-CIO Local 3506. Article II. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/St.-Louis-CC-CBA_AFT-Local-3506_2021-2026-office-and-technical.pdf

¹⁰¹ National Education Association. “8 essentials to a strong union contract without fair-share fees.” <https://www.freedomfoundation.com/wp-content/uploads/2018/03/NEA-8Essentials.pdf>

¹⁰² *Id.*

¹⁰³ See pages 46-55, Chart V: Union Access to Public School Facilities by Employer

¹⁰⁴ Collective bargaining agreement between the Mehlville School District and the Mehlville NEA. Section 3.3. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Mehlville-SD-CBA_MNEA_2024-2025-teachers.pdf

¹⁰⁵ Collective bargaining agreement between the Meramec Valley School District and the Meramec Valley NEA. Article 4, Section 4.4. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Meramec-Valley-SD-CBA_MNEA_2024-2025-teachers.pdf

In its various collective bargaining agreements with Springfield Public Schools, the MNEA’s negotiated terms seemingly go out of their way to ensure that public school resources are used to solicit union membership, allowing union officials to “use the District email system to communicate with Bargaining Unit employees” and providing that, “The Association may send an email monthly to notify new employees of the opportunity to join the Association.”¹⁰⁶

Some agreements even provide the union president with a free parking space or office. The teachers union contract between Kansas City Public Schools and its local AFT affiliate states, “The District shall provide one (1) parking space at the Board of Education for the KCFT President at no cost,”¹⁰⁷ while the most recent union contract for faculty at St. Louis Community College required the college to “provide one office space for the Association at a campus to which the President of the Association is assigned.”¹⁰⁸

The MNEA-affiliated faculty union at Harris Stowe State University even secured the right to “create and maintain” its website “within the University’s content management system.”¹⁰⁹

While it is perfectly appropriate for a public school district or college to permit a union to use its facilities on the same basis as any other civic group or community organization, privileged or exclusive access to such facilities at taxpayer expense is not justified. And reserving such privileged access to a single, specific union—to the exclusion of its competitors—is even less defensible.

State lawmakers should end the favoritism and better safeguard taxpayers’ interests by prohibiting public schools from providing unions with more generous access to and use of school resources, communications systems or facilities than is available to charitable or community organizations. If school districts would ordinarily charge for the use of a room, for instance, then the teachers union should have to pay the same rate as anyone else. If the facility is available for free on a first-come-first-served basis and the union is the first in line, then it incurs no charges.

¹⁰⁶ Collective bargaining agreement for teachers between Springfield Public Schools and the Springfield NEA. Article 5, Sections 5 and 8-10. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Springfield-SD-CBA_MNEA_2024-2025-teachers.pdf

Collective bargaining agreement for support staff between Springfield Public Schools and the Springfield NEA. Article 5, Sections 5 and 8-10. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Springfield-SD-CBA_MNEA_2024-2025-support-staff.pdf

Collective bargaining agreement for specialized instructional personnel between Springfield Public Schools and the Springfield NEA. Article 5, Sections 5 and 8-10. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Springfield-SD-CBA_MNEA_2024-2025-specialized-instructional-personnel.pdf

Collective bargaining agreement for nutrition services between Springfield Public Schools and the Springfield NEA. Article 5, Sections 5 and 8-10. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Springfield-SD-CBA_MNEA_2024-2025-nutrition-services.pdf

Collective bargaining agreement for nurses between Springfield Public Schools and the Springfield NEA. Article 5, Sections 5 and 8-10. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Springfield-SD-CBA_MNEA_2024-2025-nurses.pdf

Collective bargaining agreement for IT services between Springfield Public Schools and the NEA. Article 5, Sections 5 and 8-10. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Springfield-SD-CBA_MNEA_2024-2025-IT-services.pdf

Collective bargaining agreement for facility services between Springfield Public Schools and the Springfield NEA. Article 5, Sections 5 and 8-10. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Springfield-SD-CBA_MNEA_2024-2025-facility-services.pdf

Collective bargaining agreement for administrative assistants between Springfield Public Schools and the Springfield NEA. Article 5, Sections 5 and 8-10. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Springfield-SD-CBA_MNEA_2024-2025-admin-assistants.pdf

¹⁰⁷ Collective bargaining agreement between Kansas City Public Schools and the Kansas City Federation of Teachers. Article II, Section J. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Kansas-City-SD-CBA_AFT-Local-691_2023-2026-teachers.pdf

¹⁰⁸ Collective bargaining agreement between St. Louis Community College and the STLCC NEA. Article II, Section F. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/St.-Louis-CC-CBA_MNEA_2018-2023-faculty.pdf

¹⁰⁹ Collective bargaining agreement between Harris-Stowe State University and the HSSU-NEA. Article II, Section 2.1. https://live-union-contracts.pantheonsite.io/wp-content/uploads/2025/02/Harris-Stowe-State-University-CBA_MNEA_2019-2022-faculty.pdf

And if a school district or college wishes to provide an incumbent union with more generous access to its facilities or communications systems than is currently available to the general public, then it should be free to do so, provided it offers comparable access to competing unions and nonprofit groups, too.

CONCLUSION

The playbook followed by the NEA, AFT and others to take advantage of public school facilities, personnel, and funds to maximize their ability to recruit new members and offload as many operational costs to taxpayers as possible has, unfortunately, made significant inroads in Missouri. However, the regulation of public-sector unions is entirely the province of state lawmakers, and the Missouri General Assembly has all the tools and authority at its disposal necessary to end taxpayer support for unions' operations and advocacy in public schools.

Prohibiting school districts and other public educational bodies from funding unions directly or indirectly would not require an expenditure of public funds. It would not affect these unions' ability to continue to exist, and it would leave intact their legal right to advocate for improvements in educators' compensation and working conditions. Most importantly, it would safeguard taxpayer funds and ensure that taxpayer-funded facilities are used fairly and for their intended purposes. It is imperative that Missouri policymakers level the playing field and protect the integrity of the state's public education system by ending taxpayer support for these unions.

CHART I: PAYROLL DEDUCTION OF UNION DUES BY EMPLOYER

Public Body	Union	Provision	Provision Text	April 2024		Projected Annual Dues Deduction	Specifies PAC or ballot fund deductions?	Notes
				Employees w/ Dues Deductions	Total Dues Deducted			
Afton School District	MNEA (teachers)	*	*	14	\$1,241.96	\$12,419.60		*Contract language N/A but payroll deduction of dues provided.
Belton School District	MNEA	*	*					*No union contract but staff handbook specifies that payroll deduction of union dues is offered.
Blue Springs School District	MNEA	*	*				Yes	*No union contract but payroll deduction of dues and PAC contributions provided.
Camdenton School District	MNEA	*	*					*No union contract but payroll deduction of dues provided.
Carl Junction School District	MNEA	*	*	7	\$518.68	\$5,186.80		*No union contract but payroll deduction of dues provided.
Carthage School District	MNEA	*	*					*No union contract but payroll deduction of dues provided.
Center School District	MNEA (teachers)	*	*	0	\$0.00	\$0.00		*Contract language N/A but payroll deduction of dues provided.
Columbia Public Schools	MNEA (teachers)	Art V, Sec 5.5	The Board authorizes voluntary payroll deductions from compensation earned by Members of the Bargaining Unit. The Member of the Bargaining Unit must provide written authorization of all deductions to the District's designee and the amount deducted will be remitted to CMNEA.	101	\$5,649.62	\$67,795.44		
DeSoto School District	MNEA (transportation)	*	*	26	\$694.07	\$6,940.70		*Contract language N/A but payroll deduction of dues provided.
East Central College	MNEA (faculty)	Art XXVII	The College shall deduct from the pay of any full-time faculty member, NEA membership dues... The College will deduct from the wages of the faculty member the dues uniformly required and will forward the full amount to the ECC-NEA Treasurer as set forth herein.					
Excelsior Springs School District	MNEA	*	*					*No union contract but payroll deduction of dues provided.

Public Body	Union	Provision	Provision Text	April 2024		Projected Annual Dues Deduction	Specifies PAC or ballot fund deductions?	Notes
				Employees w/ Dues Deductions	Total Dues Deducted			
Ferguson-Florissant School District	MNEA	Art 6, Sec 14	The District will deduct all Association dues and contributions from the pay of each Association member employee who provides the District with a written authorization for such deductions. The Association shall be responsible for providing the authorizations to the District as allowed by law.				Yes	
Fort Osage School District	MNEA	*	*				Yes	*No union contract but payroll deduction of dues and PAC contributions provided.
Fort Zumwalt School District	IAM District 9 (maintenance)	Art 2, Secs 2.1-2.3	...the District shall deduct from the wages of the employee the dues uniformly required (and one-time initiation fee, if any), and shall forward the full amount to the IAM/Union... Upon the District's receipt of a written, individually and voluntary signed authorization made by an employee, on a form prepared by or approved by the District, requesting that there be deductions taken from his/her wages... to be forwarded to the IAM/Union for use by the Machinists' Nonpartisan Political League, the District will deduct the amount set forth in such form, and the District shall remit such deduction monthly to the IAM/Union...				Yes	
Fort Zumwalt School District	MNEA (computer technicians)	Art 3, Sec 3.4	*	*	*	*		*Totals included in payroll data for MNEA teacher unit. Contract language N/A but payroll deduction of dues provided.
Fort Zumwalt School District	MNEA (counselors and social workers)	*	*	*	*	*		*Totals included in payroll data for MNEA teacher unit. Contract language N/A but payroll deduction of dues provided.
Fort Zumwalt School District	MNEA (nurses)	Art 4, Sec 4.5	Payroll deductions will be made for professional dues and Political Action Committee (PAC) contributions. Any employee who is a member of the Association, or who has applied for membership, may sign and deliver to the Board an assignment authorizing deduction of membership dues including PAC contributions.	*	*	*	Yes	*Totals included in payroll data for MNEA teacher unit.
Fort Zumwalt School District	MNEA (paraprofessionals)	Art 9, Sec 9.3	Payroll deductions will be made for professional dues and Political Action Committee (PAC) contributions. Any employee who is a member of the Association, or who has applied for membership, may sign and deliver to the Board an assignment authorizing deduction of membership dues including PAC contributions.	*	*	*	Yes	*Totals included in payroll data for MNEA teacher unit.
Fort Zumwalt School District	MNEA (parent educators)	Art 9, Sec 9.3	Payroll deductions will be made for professional dues. Any employee who is a member of the Association, or who has applied for membership, may sign and deliver to the Board an assignment authorizing deduction of membership dues in the Association.	*	*	*		*Totals included in payroll data for MNEA teacher unit.

CHART I: PAYROLL DEDUCTION OF UNION DUES BY EMPLOYER

Public Body	Union	Provision	Provision Text	April 2024		Projected Annual Dues Deduction	Specifies PAC or ballot fund deductions?	Notes
				Employees w/ Dues Deductions	Total Dues Deducted			
Fort Zumwalt School District	MNEA (teachers)	Arts XIII and XV	Payroll deductions will be made for professional dues and Political Action Committee (PAC) contributions. Any teacher who is a member of the Association, or who has applied for membership, may sign and deliver to the Board an assignment authorizing deduction of membership dues including PAC contributions.	114	\$6,204.98	\$62,049.80	Yes	Includes deduction totals from other MNEA bargaining units.
Fox School District	MNEA (nurses)	Sec 8.4	The Union shall indemnify and defend the Board, the Superintendent, and all other Board employees from any claim concerning the deduction of union dues from paychecks.					
Fox School District	MNEA (teachers)	Sec 8.4	The Union shall indemnify and defend the Board, the Superintendent, and all other Board employees from any claim concerning the deduction of union dues from paychecks.					
Francis Howell School District	MNEA (counselors)	Art VI, Sec 6.7	The District will honor the agreements that ESCs make with their association regarding deduction of dues from their paychecks.	0	\$0.00	\$0.00		
Francis Howell School District	MNEA (support staff)	*	*	25	\$660.60	\$6,606.00		*Contract language N/A but payroll deduction of dues provided.
Francis Howell School District	MNEA (teachers)	Art VI, Sec 6.8	The District will honor the agreements that teachers make with their association regarding deduction of dues from their paychecks.	40	\$2,336.68	\$23,366.80		
Francis Howell School District	Teamsters Local 610 (transportation)	Art 10, Secs 10.1-10.5	The District agrees to deduct from the pay of all employees who are Union members covered by this Agreement, current monthly dues during the month for which the payment is due to the Union, and further agrees to remit to the Secretary Treasurer of the Union all such deductions... The District agrees to deduct from the pay of all employees covered by this Agreement, voluntary contributions to teamster Joint Council 13 D.R.I.V.E... The Employer shall remit to D.R.I.V.E Joint Council 13 Headquarters on a monthly basis, in one check, the total amount deducted...	71	\$4,136.50	\$41,365.00	Yes	
Hannibal School District	MNEA	*	*				Yes	*No union contract but payroll deduction of dues and PAC contributions provided.
Hazelwood School District	IBEW Local 1 (custodial and maintenance)	Art 3, Sec 1	The Hazelwood School District agrees to deduct from the wages of any employee covered by this Agreement said employee's dues as member of the Union upon receiving the employee's signed voluntary and individual written authorization form authorizing the District to make such deductions. Such authorization form shall be provided by the Union... The Union shall advise the School District of the amount of initiation fees and dues and the manner in which same shall be deducted.	62	\$2,465.00	\$24,650.00		
Hazelwood School District	MNEA (bus drivers)	*	*	28	\$1,125.38	\$11,253.80		*Contract language N/A but payroll deduction of dues provided.
Hazelwood School District	MNEA (nurses)	*	*	13	\$376.04	\$3,760.40		*Contract language N/A but payroll deduction of dues provided.

CHART I: PAYROLL DEDUCTION OF UNION DUES BY EMPLOYER

Public Body	Union	Provision	Provision Text	April 2024		Projected Annual Dues Deduction	Specifies PAC or ballot fund deductions?	Notes
				Employees w/ Dues Deductions	Total Dues Deducted			
Hazelwood School District	MNEA (teachers)	*	*	193	\$11,349.92	\$113,499.20		*Contract language N/A but payroll deduction of dues provided.
Hickman Mills School District	AFT Missouri, Local 6023 (classified staff)	Art VI, Sec C	The District shall deduct Union dues from employees in the Federation... Dues for Federation members shall be on a twelve-month basis (24 paychecks)... The Federation shall provide enrollment forms to the District. A check covering the amount of Union dues withheld shall be forwarded to the Federation on the payroll dates of each month.					
Hickman Mills School District	MNEA (parent educators)	Page 2	The District authorizes voluntary payroll deductions from compensation earned by Members of the Bargaining Unit. Members of the Bargaining Unit must provide written authorization of all deductions to District's designee and the amount deducted will be remitted to NEA.					
Hickman Mills School District	MNEA (teachers)	Page 2	The District authorizes voluntary payroll deductions from compensation earned by Members of the Bargaining Unit. Members of the Bargaining Unit must provide written authorization of all deductions to District's designee and the amount deducted will be remitted to HMNEA.					
Independence School District	MNEA (support staff)	Art 4, Sec 4.6	The District shall make available to individual employees of the Bargaining Unit the right to deduct from their paycheck's professional dues... Proper authorization for membership payroll deduction shall be the signature of the employee on an authorization form prepared by the Association and submitted to the District Business Office...					
Independence School District	MNEA (transportation)	Art 4, Sec 4.6	The District shall make available to individual employees of the Bargaining Unit the right to deduct from their paycheck's professional dues... Proper authorization for membership payroll deduction shall be the signature of the employee on an authorization form prepared by the Association and submitted to the District Business Office...					
Joplin Schools	MNEA (classified staff)	*	*	14	\$448.91	\$4,489.10		*Contract language N/A but payroll deduction of dues provided.
Joplin Schools	MNEA (teachers)	*	*	75	\$3,377.93	\$33,779.30		*Contract language N/A but payroll deduction of dues provided.
Kansas City Public Schools	AFT Missouri, Local 691 (classified staff)	Art II, Sec H	Deduction of dues for membership in KCFT & SRP shall be allowed... Employees must contact KCFT & SRP prior to contacting the Payroll Department to cancel their membership dues and the deduction for same. No deductions for KCFT & SRP dues will be canceled between April 15 and August 15 of each year... Membership dues shall be forwarded to the appropriate employee organization within ten (10) days after deduction.	13	\$274.81	\$3,297.72		
Kansas City Public Schools	AFT Missouri, Local 691 (teachers)	Art II, Sec H	Deduction of dues for membership in the Union shall be allowed... Authorizations for dues deduction shall be on a form provided by the Union... Membership dues shall be forwarded to the appropriate employee organization within ten (10) days after deduction.	210	\$7,732.50	\$92,790.00	Yes	Section heading specifies PAC deductions: "Deduction of Dues OR (COPE) Contributions"

Public Body	Union	Provision	Provision Text	April 2024		Projected Annual Dues Deduction	Specifies PAC or ballot fund deductions?	Notes
				Employees w/ Dues Deductions	Total Dues Deducted			
Kansas City Public Schools	SEIU Local 1 (custodial and maintenance)	Sec I, sub. B(6) and Sec VI, subs. D-E	Deduction of dues for membership in SEIU shall be allowed... Employees shall request and voluntarily authorize THE DISTRICT to deduct from their earnings and to pay over to SEIU an amount equal to the regular monthly dues... This authorization shall remain in effect and shall be irrevocable unless the employee revokes the authorization by sending written notice to both the employer and the Union during the period not less than thirty (30) and not more than forty-five (45) days before the annual anniversary date of a signed union authorization card or the date of termination of the applicable contract between the employer and the Union, whichever occurs sooner. This authorization shall be automatically renewed as an irrevocable check-off from year to year unless the employee revokes it in writing during the window period... Employees must contact SEIU prior to contacting the Payroll Department to cancel their membership dues and the deduction for same... Employees may volunteer to have a sum deducted from each paycheck to be used by SEIU (COPE) for reasons which it may specify...	124	\$3,545.78	\$35,457.80	Yes	Last provision refers to PAC deductions.
Kearney School District	MNEA	*	*	27	\$1,345.25	\$13,452.50		*No union contract but payroll deduction of dues provided.
Kirkwood School District	MNEA (teachers)	*	*	43	\$1,770.26	\$17,702.60		*Contract language N/A but payroll deduction of dues provided.
Ladue School District	MNEA (teachers)	Art IV, Sec 7	Employees in the Unit shall have the privilege of payroll deductions of organizational dues for the Association.					
Liberty Public Schools	MNEA	*	*					*No union contract but payroll deduction of dues provided.
Lindbergh Schools	MNEA (nurses)	*	*	*	*	*		*Totals included in payroll data for MNEA teacher bargaining unit. Contract language N/A but payroll deduction of dues provided.
Lindbergh Schools	MNEA (office personnel)	Page 33	*	8	\$360.44	\$3,604.40		*Types of payroll deductions authorized by the contract/handbook include "Professional Dues."
Lindbergh Schools	MNEA (teachers)	*	*	54	\$4,444.80	\$44,448.00		Includes deduction totals from MNEA nurses bargaining unit. *Contract language N/A but payroll deduction of dues provided.

CHART I: PAYROLL DEDUCTION OF UNION DUES BY EMPLOYER

Public Body	Union	Provision	Provision Text	April 2024		Projected Annual Dues Deduction	Specifies PAC or ballot fund deductions?	Notes
				Employees w/ Dues Deductions	Total Dues Deducted			
McDonald School District	MNEA	*	*	15	\$852.60	\$8,526.00		*No union contract but payroll deduction of dues provided.
Mehlville School District	MNEA (nurses)	Sec 3.2	If the employee has so authorized, in writing, payroll deductions from his/her pay for Association dues and Association Political Action Committee (PAC) contributions, then those deductions will be made... Any member of the bargaining unit who is a member of the Association, or who has applied for membership, will be eligible for such payroll dues deductions and PAC deductions...	*	*	*	Yes	*Totals included in payroll data for MNEA teacher unit.
Mehlville School District	MNEA (teachers)	Sec 3.2	If the employee has so authorized, in writing, payroll deductions from his/her pay for Association dues and Association Political Action Committee contributions, then those deductions will be made... Any member of the bargaining unit who is a member of the Association, or who has applied for membership, will be eligible for such payroll dues deductions and PAC deductions...	83	\$5,068.00	\$50,680.00	Yes	Includes deduction totals from MNEA nurses bargaining unit.
Meramec Valley School District	MNEA (teachers)	Art 4, Sec 3	If the employee has so authorized, in writing, payroll deductions from his/her pay for Association dues and Association Political Action Committee (PAC) contributions, then those deductions will be made... Any member of the bargaining unit who is a member of the Association, or who has applied for membership, will be eligible for such payroll dues deduction and PAC deductions...	16	\$695.45	\$6,954.50	Yes	
Meramec Valley School District	SEIU Local 1 (bus drivers)	Art 2, Secs 1-2	The Employer agrees to deduct... regular monthly union dues as well as union initiation fees that may be required, upon receipt by the Employer of each employee's written authorization to make such payroll deductions... Payroll deductions for SEIU COPE contributions may also be authorized through recorded telephone conversations... Total dues payment shall be made via check, payable to SEIU Local I and mailed to designated address of record.	5	\$314.00	\$3,140.00	Yes	
Mexico School District	MNEA	*	*	0	\$0.00	\$0.00		*No union contract but payroll deduction of dues offered.
Nixa Public Schools	MNEA	*	*	5	\$255.80**	\$2,558.00		*No union contract but payroll deduction of dues provided. **Annual deduction amount provided by district, monthly amount estimated.
North Kansas City Schools	AFSCME Council 61 (mechanics and technicians)	Art XI, Sec H	The District agrees to deduct from employees' salary checks the amount of the Union membership dues for employees authorizing such deduction... The District agrees to remit a check monthly to the Union... the Union will provide the authorization card for dues deduction... Upon receipt of the proper authorization card from the Union the Employer will deduct Union dues... An Employee wishing to discontinue membership with the Union shall be permitted to do so one time annually...	5	\$202.05	\$2,020.50		

CHART I: PAYROLL DEDUCTION OF UNION DUES BY EMPLOYER

Public Body	Union	Provision	Provision Text	April 2024		Projected Annual Dues Deduction	Specifies PAC or ballot fund deductions?	Notes
				Employees w/ Dues Deductions	Total Dues Deducted			
North Kansas City Schools	MNEA (teachers)	Art V, Sec 5.4	Payroll deductions will be made if requested for NKC-NEA dues and Political Action Committee (PAC) contributions... the Board shall deduct such dues, in equal amounts, from the regular salary checks of the employee... the Board agrees to remit promptly the same to the Association.	854	\$47,418.32	\$474,183.20	Yes	
North St. Francois County School District	MNEA (custodial)	*	*	*	*	*		*Contract language N/A but payroll deduction of dues provided. Totals included in payroll data for MNEA transportation unit.
North St. Francois County School District	MNEA (transportation)	*	*	24	\$1,419.22	\$14,192.20		*Contract language N/A but payroll deduction of dues provided. Includes deduction totals from other MNEA bargaining unit.
Northwest School District	MNEA (teachers)	Art 2, Sec 2.9	...Association members may apply for payroll deduction for related membership dues... The Association will send a list to the district with names of members that have authorized with their Association to pay their dues... Once finalized, deductions may not be altered by the Employee until the next fiscal school year.					
Park Hill School District	MNEA (teachers)	Art 32	Dues for PHNEA and any other teacher organizations may be deducted over the twelve (12) month period from September to August from paychecks.	314	\$14,288.39	\$171,460.68		
Parkway School District	CWA Local 6355 (custodial and warehouse)	Art 1, Sec B	Upon receipt of an individually and voluntarily signed check-off authorization card or COPE card, the School District agrees to deduct initiation fees, agency fees, and/or dues in accordance with such authorization. The School District... shall deduct on a per pay period basis, the Union membership dues for that pay period and promptly remit the same to the duly designated office of the Union.				Yes	
Parkway School District	MNEA (teachers)	Art 7, Sec B	[Deductions performed by the district include]... Employee Association Dues... Assessments and Voluntary Contributions... Other salary deductions as may be agreed between the District and employee groups... In the first full week after Labor Day, Missouri NEA will share an updated listing of all applicable members and their deduction for the forthcoming school year... Dues will be evenly deducted from the 24 regular paychecks of the following school year...				Yes	
Poplar Bluff School District	MNEA	*	*	22	\$1,165.04	\$11,650.40		*No union contract but payroll deduction of dues provided.

CHART I: PAYROLL DEDUCTION OF UNION DUES BY EMPLOYER

Public Body	Union	Provision	Provision Text	April 2024		Projected Annual Dues Deduction	Specifies PAC or ballot fund deductions?	Notes
				Employees w/ Dues Deductions	Total Dues Deducted			
Raymore-Peculiar School District	MNEA	*	*	10	\$658.40	\$6,584.00	Yes	*No union contract but payroll deduction of dues and PAC contributions provided.
Raytown School District	MNEA	*	*					*No union contract but payroll deduction of dues provided.
Ritenour School District	MNEA (teachers)	Art III, Sec 6	RNEA members shall have the right of annual payroll deduction of organizational dues and PAC contributions.	51	\$2,929.10	\$29,291.00	Yes	
Rockwood School District	MNEA (custodial)	Sec 5	Eligible bargaining unit members may request payroll dues deduction to the Rockwood Custodial Education Association... Payroll dues deductions shall remain in full force and effect from year to year until the District receives written notification to the contrary.	1	\$32.20	\$322.00		
Rockwood School District	MNEA (early childhood professionals)	Art I, Sec A	RAECP agrees to indemnify and defend the District against any claims... arising out of the withholding of dues or voluntary political action committee (PAC) contributions by the District, including, without limitation, claims that such dues or PAC contributions were not authorized or were otherwise improperly withheld.				Yes	
Rockwood School District	MNEA (nurses)	Art I, Sec A	The RAN agrees to indemnify and defend the District against any claims... arising out of the withholding of dues or voluntary PAC contributions by the District, including, without limitation, claims that such dues or PAC contributions were not authorized or were otherwise improperly withheld.	0	\$0.00	\$0.00	Yes	
Rockwood School District	MNEA (social workers)	Arts I, Sec A and Art III, Sec C	The RASW agrees to indemnify and defend the District against any claims... arising out of the withholding of dues or voluntary PAC contributions by the District... RASW members may request automatic payroll deduction of Association dues... The Rockwood School District will provide for electronic transfer of dues from its bank to the account of RASW.	0	\$0.00	\$0.00	Yes	
Rockwood School District	MNEA (teachers)	Art XVI, Sec A	The Rockwood School District will provide for electronic transfer of dues and PAC contributions from its bank to the account of RNEA within one (1) working day of disbursement of paychecks... The District will provide an opportunity for teachers to designate a sum via payroll deduction for contribution to RNEA-PAC...	421	\$25,201.63	\$252,016.30	Yes	
Rockwood School District	Teamsters Local 610 (bus drivers)	Art 5, Secs 1 and 5	The District agrees to deduct from the pay of all employees who are Union members covered by this Agreement, current monthly dues... The District agrees to deduct from the pay of all employees covered by this Agreement, voluntary contributions to Teamster Joint Council 13 D.R.I.V.E....	74	\$4,346.00	\$43,460.00	Yes	
Sedalia School District	MNEA	*	*	2	\$109.20**	\$1,092.00		*No union contract but payroll deduction of dues provided. **Annual deduction amount provided by district, monthly amount estimated.

Public Body	Union	Provision	Provision Text	April 2024		Projected Annual Dues Deduction	Specifies PAC or ballot fund deductions?	Notes
				Employees w/ Dues Deductions	Total Dues Deducted			
Smithville School District	MNEA	*	*	29	\$1,616.90	\$16,169.00		*No union contract but payroll deduction of dues provided.
Special School District of St. Louis County	MNEA (special education support personnel)	Art 6	Any Employee who is a member of the Association, or who has applied for membership may sign and deliver to the Payroll Department an assignment authorizing deduction of membership dues, voluntary contributions, and assessments... the District shall deduct... dues from the salary check of the Employee each month for twelve (12) months... the Board agrees to remit promptly the sums to the Association.	14	\$365.32	\$4,383.84	Yes	
Special School District of St. Louis County	MNEA (special education)	Art 6	Any Employee may make an assignment authorizing deduction of membership dues, voluntary contributions, and assessments... the District shall deduct... dues from the salary check of the Employee each pay period for nine (9) months... the Board agrees to remit promptly the sums to the Association.	629	\$22,317.93	\$200,861.37	Yes	
Special School District of St. Louis County	MNEA (teachers)	Art 6	Any Employee who is a member of the Association, or who has applied for membership, must sign a Payroll Deduction Authorization Form for membership dues, voluntary contributions, and assessments... the District shall deduct... dues from the salary checks of the Employee for nine (9) months... the Board agrees to remit promptly the sums to the Association.	412	\$31,381.01	\$282,429.09	Yes	
Special School District of St. Louis County	MNEA (visual language interpreters)	Art 6	Any Employee may make an assignment authorizing deduction of membership dues, voluntary contributions, and assessments... the District shall deduct... dues from the salary check of the Employee each pay period for nine (9) months... the Board agrees to remit promptly the sums to the Association.	0	\$0.00	\$0.00	Yes	
Special School District of St. Louis County	Teamsters Local 610 (maintenance)	Art 4	The Employer will deduct the monthly dues of all Employees who are or become members of the Union, Teamsters Local 610... The Employer will remit to the secretary-treasurer of the Union, Teamsters Local 610, promptly after each pay day, all union dues so deducted from the paychecks of employees...	17	\$646.00	\$6,460.00		
Special School District of St. Louis County	Teamsters Local 610 (transportation)	Art 4, Sec B	Any Employee who is a member of the Union, or who has applied for membership, must sign a Payroll Deduction Authorization Form for membership dues, voluntary contributions, and assessments... The Employer will remit to the secretary-treasurer of the Union, promptly each month, all union dues so deducted from the paychecks of Employees...	125	\$6,269.00	\$62,690.00	Yes	
Springfield Public Schools	MNEA (administrative assistants)	Art 5, Sec 12	The District will deduct all Association dues and Association PAC/BIC contributions from the pay of each Bargaining Unit member... The District shall remit the dues and the list of individuals from whom dues were collected to the Association within thirty (30) days of collection of the dues from the member's paycheck.	*	*	*	Yes	*Totals included in payroll data for MNEA teacher unit.
Springfield Public Schools	MNEA (facility services)	Art 5, Sec 12	The District will deduct all Association dues and Association PAC/BIC contributions from the pay of each Bargaining Unit member... The District shall remit the dues and the list of individuals from whom dues were collected to the Association within thirty (30) days of collection of the dues from the member's paycheck.	*	*	*	Yes	*Totals included in payroll data for MNEA teacher unit.

CHART I: PAYROLL DEDUCTION OF UNION DUES BY EMPLOYER

Public Body	Union	Provision	Provision Text	April 2024		Projected Annual Dues Deduction	Specifies PAC or ballot fund deductions?	Notes
				Employees w/ Dues Deductions	Total Dues Deducted			
Springfield Public Schools	MNEA (IT services)	Art 5, Sec 12	The District will deduct all Association dues and Association PAC/BIC contributions from the pay of each Bargaining Unit member... The District shall remit the dues and the list of individuals from whom dues were collected to the Association within 30 days of collection of the dues from the member's paycheck.	*	*	*	Yes	*Totals included in payroll data for MNEA teacher unit.
Springfield Public Schools	MNEA (nurses)	Art 5, Sec 12	The District will deduct all Association dues and Association PAC/BIC contributions from the pay of each Bargaining Unit member... The District shall remit the dues and the list of individuals from whom dues were collected to the Association within thirty (30) days of collection of the dues from the member's paycheck.	*	*	*	Yes	*Totals included in payroll data for MNEA teacher unit.
Springfield Public Schools	MNEA (nutrition services)	Art 5, Sec 12	The District will deduct all Association dues and Association PAC/BIC contributions from the pay of each Bargaining Unit member... The District shall remit the dues and the list of individuals from whom dues were collected to the Association within 30 days of collection of the dues from the member's paycheck.	*	*	*	Yes	*Totals included in payroll data for MNEA teacher unit.
Springfield Public Schools	MNEA (specialized instructional personnel)	Art 5, Sec 12	The District will deduct all Association dues and Association PAC/BIC contributions from the pay of each Bargaining Unit member... The District shall remit the dues and the list of individuals from whom dues were collected to the Association within thirty (30) days of collection of the dues from the member's paycheck.	*	*	*	Yes	*Totals included in payroll data for MNEA teacher unit.
Springfield Public Schools	MNEA (support staff)	Art 5, Sec 12	The District will deduct all Association dues and Association PAC/BIC contributions from the pay of each Bargaining Unit member... The District shall remit the dues and the list of individuals from whom dues were collected to the Association within thirty (30) days of collection of the dues from the member's paycheck.	*	*	*	Yes	*Totals included in payroll data for MNEA teacher unit.
Springfield Public Schools	MNEA (teachers)	Art 5, Sec 12	The District will deduct all Association dues and Association PAC/BIC contributions from the pay of each Bargaining Unit member... The District shall remit the dues and the list of individuals from whom dues were collected to the Association within thirty (30) days of collection of the dues from the member's paycheck.	415	\$19,572.72	\$195,727.20	Yes	Includes deduction totals from other MNEA bargaining units.
Springfield Public Schools	Teamsters Local 245 (transportation)	Art 4, Secs 3-4	The District will deduct all dues... from the pay of each non-probationary Unit employee who provides the District with a written authorization... Dues and assessments shall be deducted on a monthly basis and remitted to the Union by the fifteenth (15th) day of the following month... The District agrees to deduct from paychecks of all employees covered by this Agreement for voluntary contributions to the Teamsters Local 245 Political Action Fund or Drive... The District shall transmit to the Teamsters Local 245 PAF or Drive on a monthly basis, in one (1) check, the total amount deducted from each employee's paycheck.	90	\$2,924.00	\$35,088.00	Yes	
St. Charles School District	MNEA (support staff)	Art II	The district will adhere to the agreement that was in place with SCESSA and employees upon joining and authorizing payroll deductions.	5	\$132.36	\$1,323.60	Yes*	*Not specified in contract but payroll deduction of PAC contributions offered.

Public Body	Union	Provision	Provision Text	April 2024		Projected Annual Dues Deduction	Specifies PAC or ballot fund deductions?	Notes
				Employees w/ Dues Deductions	Total Dues Deducted			
St. Charles School District	MNEA (teachers)	Page 1	The district will adhere to the agreement that was in place with SCEA and employees upon joining and authorizing payroll deductions. Payroll deductions cannot be stopped mid-year if that is prohibited by, and clearly and visibly stated on the agreement signed by the employee.	60	\$4,440.12	\$44,401.20	Yes*	*Not specified in contract but payroll deduction of PAC contributions offered.
St. Charles School District	MNEA (transportation)	Art XV, Sec C	The district will adhere to the agreement that was in place with SCTEA and employees upon joining and authorizing payroll deductions.	23	\$508.70	\$5,087.00	Yes*	*Not specified in contract but payroll deduction of PAC contributions offered.
St. Joseph School District	MNEA (building and trades)	*	*	0	\$0.00	\$0.00	Yes	*Contract language N/A but payroll deduction of dues and PAC contributions offered.
St. Joseph School District	MNEA (nutrition services)	*	*	0	\$0.00	\$0.00	Yes	*Contract language N/A but payroll deduction of dues and PAC contributions offered.
St. Louis Community College	AFT Missouri, Local 3506 (office and technical staff)	Art II	The College will deduct one-half of the dues twice each month from the pay of those employees who individually request in writing that such deductions be made, unless such deductions are prohibited by applicable State law... The aggregate deductions of all employees shall be remitted, together with an itemized statement which includes each member's social security number; name, campus location and department to the Treasurer of the Union by the first of the succeeding month after such deductions are made.					
St. Louis Community College	MNEA (faculty)	Art XXI, Secs A-B	The College shall deduct from the pay of each faculty member, all current membership dues and fees of the NEA... Faculty members who wish to drop their membership must do so by notifying the NEA Membership Chair no later than October 10th of any membership year. If a faculty member fails to do so, he/she must continue to pay dues until the next official drop date administered through the MO NEA office (which is approximately every two months)... The College payroll officer is to refer any faculty who may wish to drop their membership to the NEA Membership Chair... The payroll department is not authorized to execute such a request from a faculty member directly and shall only stop deductions upon proper notification from the NEA Membership Chair.					
St. Louis Community College	SEIU Local 1 (adjunct faculty)	Art 4, Sec 1	The College agrees to deduct Union membership dues in the amount designated by the Union from the pay of those employees who individually request such deduction. The College shall remit the deductions monthly to the Union at the designated address provided by the Union.					

CHART I: PAYROLL DEDUCTION OF UNION DUES BY EMPLOYER

Public Body	Union	Provision	Provision Text	April 2024		Projected Annual Dues Deduction	Specifies PAC or ballot fund deductions?	Notes
				Employees w/ Dues Deductions	Total Dues Deducted			
St. Louis Public Schools	AFT Missouri, Local 420	Art VI, Secs D and L	The Board will deduct from the pay of each employee, for whom it receives written authorization, the required amount of fees for the payment of Union dues and/or voluntary contributions... Local 420 shall submit to the Payroll Department of the St. Louis Public School System signed Local 420 Political Action Committee/COPE payroll deduction authorization cards... These voluntary "PAC/COPE" deduction authorization cards shall specify an amount to be deducted from the participating employee's biweekly pay. The deductions shall be made from biweekly paychecks... The voluntary contributions shall be remitted in a separate check to Local 420 after each pay period, along with Local 420 dues.	1,707	\$127,777.16	\$1,277,771.60	Yes	
St. Louis Public Schools	LiUNA Local 42 (custodial)	Art 16	The Employer agrees to deduct Union dues as permitted by law from the pay of employees, without charge... The servicing payroll office will prepare a biweekly remittance check at the close of each pay period for the total amount of dues withheld for the period. The check will be mailed to the Union.	123	\$3,444.00	\$34,440.00		
St. Louis Public Schools	MNEA (nurses)	Art VI, Sec D	The Board will deduct from the pay of each employee for whom it receives an authorization the required amount of fees for the payment of Association dues, PAC deductions, and/or voluntary deductions... The Board shall transmit the Association dues, PAC deductions and other applicable deductions to the treasurer of the Association each pay period.	8	\$166.44	\$1,664.40	Yes	
Union School District	MNEA	*	*	0	\$0.00	\$0.00		*No union contract but payroll deduction of dues offered.
University City School District	AFT Missouri, Local 3179 (support staff)	Art 4040, Sec 4	The District will deduct each month dues from the pay of those Custodial/Maintenance employees who individually request in writing that such deductions be made... the aggregate deductions of all Custodial/Maintenance employees shall be remitted, together with an itemized statement, to the Treasurer of the Union...	41	\$1,107.00	\$11,070.00		
University City School District	MNEA (teachers)	Art 4020, Sec 7	The District shall deduct Association dues as prescribed by a signed payroll authorization card. Beginning with October, these deductions will be withheld and transmitted in monthly payments to the Association...	26	\$1,944.12	\$19,441.20	Yes*	*Not specified in contract but payroll deduction of PAC contributions offered.
Warren County School District	MNEA	*	*					*Contract language N/A but payroll deduction of dues and PAC contributions offered.
Waynesville School District	MNEA	*	*	21	\$1,276.15	\$12,761.50		*No union contract but payroll deduction of dues provided.
Webster Groves School District	MNEA (teachers)	Sec 3.3	If allowed by law, and if the Employee has so authorized, in writing, payroll deductions from their pay for Union dues and Political Action Committee (PAC) contributions, then those deductions will be made...	79	\$1,770.52	\$17,705.20	Yes	

CHART I: PAYROLL DEDUCTION OF UNION DUES BY EMPLOYER

Public Body	Union	Provision	Provision Text	April 2024		Projected Annual Dues Deduction	Specifies PAC or ballot fund deductions?	Notes
				Employees w/ Dues Deductions	Total Dues Deducted			
Wentzville School District	AFT Missouri, Local 4894 (support staff)	Art IV, Sec C	The District shall deduct Federation dues from employees... An electronic funds transfer covering the amount of Federation dues withheld shall be sent to the account of Local 4894 on the payroll date of each month. A list of the present members and the amount of their deductions will be forwarded to the Federation each payroll.	107	\$2,629.15	\$26,291.50		
Wentzville School District	MNEA (counselors)	Art I, Sec. G	Any staff member may authorize additional voluntary deductions for... dues to professional organizations....	0	\$0.00	\$0.00		
Wentzville School District	MNEA (nurses)	Art 1, Sec E	Payroll deductions shall be made for professional dues. Any nurse who is a member of the Association may sign and deliver to the Association an assignment authorizing the deduction of membership dues and PAC contributions... All dues and PAC contributions deducted by the District shall be available to the Association within five (5) working days following each pay period.	7	\$254.62	\$2,546.20	Yes	
Wentzville School District	MNEA (teachers)	Art I, Sec G	Payroll deductions shall be made for professional dues. Any teacher who is a member of the Association may sign and deliver to the Association an assignment authorizing the deduction of membership dues and PAC contributions... All dues and PAC contributions deducted by the District shall be available to the Association within five (5) working days following each pay period.	78	\$3,525.20	\$35,252.00	Yes	
West Plains School District	MNEA (transportation)	*	*					*Contract language N/A but payroll deduction of dues provided.
Willard Public Schools	MNEA	*	*	14	\$884.04	\$8,840.40	Yes	*No union contract but payroll deduction of dues and PAC contributions provided.
Windsor School District	MNEA	*	*	34	\$2,304.00	\$23,040.00	Yes	*No union contract but payroll deduction of dues and PAC contributions provided.
Totals				7,228	\$401,906.97	\$4,031,490.04		

CHART II: UNION RELEASE TIME BY EMPLOYER

Public Body	Union	Provision	Provision Text	Notes
Columbia Public Schools	MNEA (teachers)	Art V, Sec 5.18	CMNEA President or designee will be provided a substitute, upon request, for the purpose of attending School Board Meetings, Work Sessions of the School Board, and Meetings of Board-directed committees, as well as meetings with CMNEA members... if the scheduled meetings occur during the hour of the regular school day when the CMNEA President is scheduled to work as a teacher... CMNEA will provide reimbursement for the actual costs to the District associated with providing a substitute teacher for the CMNEA President or designee for absences occurring due to attendance of the meeting described above...	Provides for reimbursement of substitute costs only.
East Central College	MNEA (faculty)	Art XVIII	ECC-NEA will receive six (6) hours per semester for reassigned time to be distributed to Union officers at the discretion of the ECC-NEA Executive Council to conduct Union responsibilities such as investigating and processing grievances; meeting with administration or its representatives to discuss implementation of this Agreement; attending state or national Union meetings; and preparing for and participating in bargaining sessions.	
Ferguson-Florissant School District	MNEA	Art 6, Sec 5	Employees who are officers or representatives designated by the Association may be granted leave with pay and without deduction from accumulated compensable leave... The Association shall reimburse the District for substitute pay for these absences... The Administration will consider proposals for leave time for the president of the Association which do not result in the District underwriting cost of the leave...	Provides for reimbursement of substitute costs only. Indicates that any full-time release for the union president may be unpaid/reimbursed.
Fort Zumwalt School District	MNEA (computer technicians)	Art 2, Sec 2.2	Duly authorized Association representatives shall be permitted to attend Association conferences or conventions without loss of pay... The Association will reimburse the District for the cost of a substitute (entry-level technician wage minus ten [10] cents) whenever members participate in legislative lobbying activities or other similar events...	Specifies lobbying activities. Provides for reimbursement of substitute costs only.
Fort Zumwalt School District	MNEA (counselors and social workers)	Art 2, Sec 2.2	Duly authorized Association representatives shall be permitted to attend Association conferences or conventions without loss of pay... The Association will reimburse the District for the cost of a substitute should a substitute be required whenever members participate in legislative lobbying activities or other similar events...	Specifies lobbying activities. Provides for reimbursement of substitute costs only.
Fort Zumwalt School District	MNEA (nurses)	Art 3, Sec 3.6	Duly authorized Association representatives shall be permitted to attend Association conferences or conventions without loss of pay...	
Fort Zumwalt School District	MNEA (paraprofessionals)	Art 2, Secs 2.6-2.7	Duly authorized Association representatives shall be permitted to attend Association conferences or conventions without loss of pay... In addition, all paraprofessionals will have the opportunity to attend MNEA Fall Conference / State Teacher meeting days when such conference days are scheduled into the school calendar. This will not count against Association Leave. If paraprofessionals do not choose to attend this conference, they may attend a district professional development activity if offered... The association has the right to send no more than two (2) paraprofessionals to lobby events no more than two (2) days per school year... The Association will reimburse the district for the cost of a substitute.	Designates the MNEA conference as a paid staff workday. Also specifies lobbying activities (provides for reimbursement of substitute costs only).
Fort Zumwalt School District	MNEA (parent educators)	Art 2, Sec 2.6	Duly authorized Association representatives shall be permitted to attend Association conferences or conventions without loss of pay...	

CHART II: UNION RELEASE TIME BY EMPLOYER

Public Body	Union	Provision	Provision Text	Notes
Fort Zumwalt School District	MNEA (teachers)	Art XIII, Secs A-B and F	The Association has the right to allow early release only as needed for no more than twenty-six (26) representatives to each state representative assembly meeting no more than two (2) days per school year... The Association will reimburse the district for the cost of substitutes should they be required... The Association has the right to send no more than twelve (12) teachers to educational lobby events no more than two (2) days per school year... The Association will reimburse the district for the cost of substitutes should they be required... During the term of office, the President of the Association shall be granted leave for the equivalent of up to four (4) class periods per day... The Association President will be paid through the District for the full amount of their contract. The Association will reimburse the Board for the cost of a substitute, benefits for substitute, and retirement for the substitute... The President may also request full day release time up to ten (10) days each year...	Specifies lobbying activities and NEA/MNEA representative assemblies. Provides for reimbursement of substitute costs only (additional reimbursement required for union president's leave).
Francis Howell School District	MNEA (counselors)	Art IX, Sec 9.1	The FHEA President may request to use a full day of FHEA release time up to ten (10) times each year... FHEA will be provided 180 release days to be used by the entire organization.	
Francis Howell School District	MNEA (support staff)	Page 5	FHESPA Representatives will be provided 53 release days to conduct Association business...	
Francis Howell School District	MNEA (teachers)	Art IX, Sec 9.1	The FHEA President may request to use a full day of FHEA release time up to ten (10) times each year... FHEA will be provided 180 release days to be used by the entire organization.	
Grandview C-4 School District	MNEA (teachers)	Page 10, Sec 2	Any professional certificated organization recognized by the Board, so desiring, shall be granted up to twenty-two (22) days to be used by association delegates for district, state, or national meetings with the school district paying for substitutes. An additional six (6) days may be used by certificated staff who are officers or agents of the association... The association will reimburse the school district for the cost of the substitutes for the additional six (6) days that are used for this purpose by the association; pay shall be at the going rate established by the Board for substitute pay.	
Harris-Stowe State University	MNEA (faculty)	Art II, Sec 2.2	...the Association president or his/her designee may be allowed a maximum of six (6) days per fiscal year to conduct Association business. The Association shall obtain coverage for any missed class time, and will cover any costs associated therewith.	Provides for reimbursement of substitute costs only.
Hazelwood School District	AFT Missouri (clerical staff and instructional assistants)	Art 24	The superintendent or designee shall have authority to grant association/union leave to members of the association/union designated as representatives to local, state or national conferences, or on other business pertinent to the association/union.	
Hazelwood School District	IBEW Local 1 (custodial)	Art 9, Sec 5	The superintendent or designee shall have authority to grant union leave to members of the union designated as representatives to local, state or national conferences, or on other business pertinent to the union.	
Hazelwood School District	MNEA (bus drivers)	Art 22	The superintendent, or his/her designee, shall have authority to grant paid association/union leave to up to two (2) members of the association/union designated as representatives to local, state or national conferences, or on other business pertinent to the association/union.	
Hazelwood School District	MNEA (nurses)	Art 24	The superintendent shall have authority to grant association/union leave to members of the association/union designated as representatives to local, state or national conferences, or on other business pertinent to the association/union.	
Hazelwood School District	MNEA (teachers)	Arts 17 and 22	The following days will not be charged against the teacher regarding [compensable leave]... Association Leave... The superintendent or designee shall have authority to grant association leave to members of the association designated as representatives to local, state or national conferences, or on other business pertinent to the association... The president of the association shall be released from all normal teacher or other district assigned duties for a period mutually agreed to by the superintendent and representatives of the HNEA... The Association shall reimburse the district the 1st year MA salary on the current salary schedule and benefit costs... The president of the Association will... Be an employee of the district and will receive PSRS and district benefits for which he/she is eligible... Be paid his/her regular scheduled teacher's salary..."	Provides for partial reimbursement of salary and benefits for union president's release time.

CHART II: UNION RELEASE TIME BY EMPLOYER

Public Body	Union	Provision	Provision Text	Notes
Hickman Mills School District	AFT Missouri, Local 6023 (classified staff)	Art VIII, Sec G	The Federation President or his/her designee may... apply to the Associate Superintendent for release time to participate in activities in which the presence of the MFT-SRP is considered beneficial to the District or to the organization. The association will reimburse the District for any cost to the District as the result of the absence of the president or his/her designee... Those days used for legislative work will be limited to ten (10) days in addition to the attendance at professional meetings.	Specifies lobbying activities. Provides for reimbursement of some kind.
Hickman Mills School District	MNEA (teachers)	Page 2	The Association president or designee shall be granted up to ten (10) days leave to attend to Association business... The Association will provide the District fifty-percent (50%) of the substitute pay for any days used.	
Independence School District	MNEA (teachers)	Art 9, Sec 9.4	The Association president may request authorized leave from the Superintendent for Association business at the district, state, or national level. The Association will reimburse the District for the cost of substitutes.	Provides for reimbursement of substitute costs only.
Joplin School District	MNEA (classified staff)	Art V, Sec 5.21	In the event the Association desires to send Bargaining Unit Board Officers on the business of the Association... up to four Board Officers will be allowed to attend the business of the Association, provided a suitable substitute is available and the Association shall reimburse the District for the cost of the substitute.	Provides for reimbursement of substitute costs only.
Kansas City Public Schools	AFT Missouri, Local 691 (classified staff)	Art II, Sec G	Individuals employed by the District and chosen by the KCFT-SRP President to represent members of the Classified Unit in negotiations with representatives of the District shall be given release time from their duties as an employee of the District to participate in these negotiations within prescribed limits and timetables to be worked out by mutual consent.	
Kansas City Public Schools	AFT Missouri, Local 691 (teachers)	Art II, Sec G	Individuals employed by the District and chosen by the KCFT President to represent members of the Certified Unit in negotiations with representatives of the District shall be given release time from their duties as an employee of the District to participate in these negotiations within prescribed limits and timetables to be worked out by mutual consent.	
Kansas City Public Schools	SEIU Local 1 (custodial and maintenance)	Sec 1, sub. F	If a grievance meeting is to be held at the BOE building during the steward's normal work hours, release time will be provided to the steward... If the meeting is after work hours, approval for paid time shall be requested through HR.	
Kirkwood School District	MNEA (teachers)	Sec 3.5	Union leave will be limited to no more than five days annually, cumulative for all union officials/members for official union business...	
Lindbergh School District	MNEA (teachers)	Art X, Sec D	The professional teaching association(s) will be credited with Association Days during which designated agents of the association(s) conduct association business. The cost of substitute teachers will be paid for by the district.	
Mehlville School District	MNEA (nurses)	Sec 3.6	The Association shall be permitted to conduct Association business and/or attend Association conferences or conventions without loss of pay.	
Mehlville School District	MNEA (teachers)	Sec 3.4	...the MNEA will be granted the equivalent of four (4) administrative leave days to be used during the school year by the MNEA President, or designee(s) thereof, for Association business as authorized by the President of the MNEA.	
Meramec Valley School District	MNEA (teachers)	Art 4, Sec 7	The Association will be permitted association leave days. These days will be used to conduct Association business... The employee(s) taking such leave will not suffer any loss of pay or benefits during the period of leave, provided sufficient Association Leave is available to cover such absences... In the event that a member of the Association is an elected member of the Board of Directors for the state association, four (4) additional days will be granted for leave to attend state association business.	
Metropolitan Community College	MNEA (faculty)	Art IV, Sec 2	<u>Association Activity or Business During Working Hours</u> – Engaging in association activities or business during working hours is permitted... to the extent permission is granted by the College President, his/her designee, or the Board.	
North Kansas City Schools	MNEA (teachers)	Art V, Sec 5.3	The President of NKC-NEA shall be granted half-time district paid release time of regular position duties... The president of the Association will... Be an employee of the district and will receive PSRS and district benefits for which he/she is eligible... Be paid his/her regular scheduled teacher's salary... Representatives to the state teachers' organization meetings may be granted leaves with pay. One representative will be approved for every 50 members or major fraction thereof. In addition to leave benefits provided above, representatives of the NKC-NEA will be granted eighteen (18) days of leave with pay... Any member of NKC-NEA elected to the office of NEA Director will be granted fifteen (15) days of release time per school year for the duration of his/her term in office... The NKC-NEA bargaining team members shall be released with pay from their normal duties to participate in all bargaining sessions...	

CHART II: UNION RELEASE TIME BY EMPLOYER

Public Body	Union	Provision	Provision Text	Notes
North St. Francois County School District	MNEA (custodial)	Art 3, Sec F	The superintendent, or his/her designee, shall have authority to grant up to two (2) days per year of paid association/union leave to up to one (1) member of the association/union designated as representatives to local, state, or national conferences, or on other business pertinent to the association/union.	
North St. Francois County School District	MNEA (transportation)	Art 9	The superintendent, or his/her designee, shall have authority to grant up to two (2) days per year of paid association/union leave to up to one (1) member of the association/union designated as representatives to local, state or national conferences, or on other business pertinent to the association/union.	
Northwest School District	MNEA (teachers)	Art 2, Sec 2.8	Teacher organizations... will be designated with Association Leave to be used for state meetings, lobby days and other official business... The Association(s) will pay the District for the cost of substitute employees at the daily substitute rate.	Specifies lobbying activities. Provides for reimbursement of substitute costs only.
Park Hill School District	MNEA (teachers)	Art 24, Sec 24.2	The District shall finance professional leave equal in days to 1/4 the number of full time equivalent teachers employed in the District.... 12.5% of professional days shall be allocated for association use.	
Parkway School District	CWA Local 6355 (custodial and warehouse staff)	Art 4, Secs A-C	The School District will allow a maximum of eight (8) hours per week of release time for a designated Union Officer to conduct Union business... The Union will reimburse the School District at the average wage plus benefit rate for the work classification of the designated Union officer... The administration will comply with all reasonable requests from the Union for release time, with pay, to attend Union conventions, lobby day, or to attend other off campus association business meetings... Union members will be released, without loss of pay, when such activities are scheduled and approved to occur during working hours.	Specifies lobbying activities. Provides for partial reimbursement in some circumstances.
Parkway School District	MNEA (teachers)	Arts 4 and 5	Based on the ratio of one delegate to each fifty (50) members, or major fraction thereof, the Association will be granted a maximum of three (3) release days for each duly authorized delegate... Each delegate will receive a maximum of three (3) days to attend two state association meetings. If all allotted days are not used for the above reason, the PNEA President may apply to the Superintendent to use these days for other Association related business... Upon request, the President of the Association will be released from all normal teaching or other District assigned duties during their term of office... The Association will reimburse the District semi-annually, based on the current Parkway average teacher replacement salary, plus benefit costs, for the life of the Agreement.	Provides for partial reimbursement of union president's full-time release.
Ritenour School District	MNEA (teachers)	Art III, Sec 8	The District will cooperate in providing release time for the president of the organization representing the teachers, if requested by the president... The teacher organization will reimburse the District for the cost of the substitute teacher for these days.	Provides for reimbursement of substitute costs only.
Riverview Gardens School District	MNEA (teachers)	Secs 1.7 and 2.1	When bargaining sessions are conducted during regular work hours, release time shall be provided for the Association's Bargaining Team members with no loss in pay... In the event that a member of the executive board of the teacher association (NEA), or their designee who shall be a member of the association, desires to attend local, state, or national conferences, workshops/trainings and assemblies related to National Education Association (NEA) affairs, shall be excused for a total of 10 days with compensation (pay) per school year... The association leadership will be provided with an additional ten (10) days of association leave for association business...	
Rockwood School District	MNEA (custodial)	Sec 2, sub. 7 and Sec 21	Release time for bargaining will be with full pay and benefits... The RCEA will be provided up to eight (8) total professional leave days per school year. These days will be used to attend workshops of local, state or national associations that serve to advance the welfare of the District. These days shall be at regular pay...	
Rockwood School District	MNEA (early childhood professionals)	Art II, Sec C	The RAACP will be provided up to four (4) total professional leave days per school year. These days will be used to attend workshops of local, state, or national associations that serve to advance the welfare of the district. These days shall be at regular pay...	
Rockwood School District	MNEA (nurses)	Appendix A, Sec 3	Release time and substitute nurse coverage will be provided for the RAN Chair, if necessary.	

Public Body	Union	Provision	Provision Text	Notes
Rockwood School District	MNEA (social workers)	Art III, Sec E	The RASW will be provided up to four (4) total professional leave days per school year. These days will be used to attend workshops of local, state or national associations that serve to advance the welfare of the District. These days shall be at regular pay...	
Rockwood School District	MNEA (teachers)	Art XVI, Secs B and E and Art XIX, Sec C	The president of the Rockwood National Education Association will be granted full-time release from all teaching and other District assigned duties during the two-year term of his/her office... The Association will notify the District and reimburse quarterly based upon one of the following options... a) The RNEA will reimburse the District the contract salary of the president. The District will pay the benefits including the District's portion of the retirement. b) The District and RNEA will split all costs of the president and the replacement including benefits and retirement. c) The RNEA will reimburse the RSD the cost (salary + full benefits) of the replacement teacher who enters the classroom of the President. d) The RNEA will reimburse the RSD the cost (salary + full benefits) of the average new teacher salary... The Association will be provided up to fifteen (15) professional leave days annually. These days will be used for Association business... Charges for those days defined as being used for District-supportive business may be waived by the Superintendent; for those not so defined, the Association will reimburse the District for the cost of the substitute. The Association will not be charged for attendance of the elected delegates to the Representatives' Assembly... the number of days used for Association business will be increased from 15 to 23 during negotiation years... When the MNEA Fall Conference is scheduled to be in St. Louis, students will not be in session and it will be a teacher workday... Teachers will provide to the building principal a proof of participation at MNEA conference or other appropriate educational staff development activities.	Provides for partial reimbursement. Designates the NEA state conference as a paid staff workday with the expectation that teachers attend.
Special School District of St. Louis County	MNEA (special education employees)	Art 15, Sec 15.6 and Art 22	When the State NEA meeting is held in St. Louis, Special School District classes will not be in session. However, since this is a workday, Employees are expected to attend the State NEA meeting or report to their assigned building or district-sponsored in-services/workshops. If requested, Employees must provide proof of attendance... The Association will be credited with twenty-five (25) days of leave with pay to be used by Association representatives for Association business... The Association shall be granted four (4) days leave for each delegate to attend NEA/MNEA conferences... The Association will reimburse the District for the cost of a substitute, if a substitute is hired... The President of SEEA will be released from their regular position on a full-time basis. During the term of office, the President of SEEA shall be compensated in accordance with the Salaries and Salary Payment article of this agreement and retain all other benefits they would in full-time employment... The Association will reimburse the district half the cost of the President of SEEA's total compensation for up to 7.5 hours of work per workday...	Designates the NEA state conference as a paid staff workday with the expectation that employees attend.
Special School District of St. Louis County	MNEA (special education support staff)	Art 5, Sec 5.8	The Association shall be credited with twenty (20) days of leave with pay per year to be used by Association representatives for Association business... The Association may be provided with an additional thirty (30) days of leave provided the Association pays the District for any additional days of leave at the average daily rate of pay of an Employee...	
Special School District of St. Louis County	MNEA (teachers)	Art 5, Secs 5.2 and 5.7 and Art 13, Sec 13.7	The Association bargaining team members shall not suffer loss of pay while attending bargaining sessions with District representatives... The District will not bill the SDNEA for said bargaining team member's participation in the bargaining process... The Association will be granted thirty (30) days of leave per year with pay to be used for Association business... The Association shall be granted three (3) days for elected delegate(s) to attend NEA/MNEA meetings/and conferences... The Association will reimburse the District for the cost of a substitute teacher, if a substitute is hired, at the Board of Education approved rate... The President of SDNEA will be released from their regular position on a full time basis. During the term of office, the President shall be compensated in accordance with the Salaries and Salary Payment article of this agreement and retain all other benefits as they would in full time employment... The Association will reimburse the District for the cost of the President's salary in an amount equal to the difference between the salary of Step 1/Channel 1 and Step 18/Channel 5... When the State NEA meeting is held in St. Louis, Special School District buildings/sites will not be in session. Since these are designated workdays, Employees are expected to attend the State meeting or report to their assigned building. Employees will provide prior notice to their supervisor of their intent to attend the NEA conference.	Provides for partial reimbursement in some circumstances. Designates the NEA state conference as a paid staff workday with the expectation that teachers attend.

Public Body	Union	Provision	Provision Text	Notes
Special School District of St. Louis County	MNEA (visual language specialists)	Art 22	When the State National Education Association (NEA) meeting is held in St. Louis, Special School District classes will not be in session. However, since this is a workday, Employees are expected to attend the State meeting or report to their assigned building or district-sponsored in-services/workshops. If requested, Employees must provide proof of attendance... The Association will be credited with twenty-five (25) days of leave with pay to be used by Association representatives for Association business... The Association shall be granted four (4) days leave for each delegate to attend NEA/MNEA conferences... The Association will reimburse the District for the cost of a substitute, if a substitute is hired... The President of SDVLS will be granted up to forty (40) days per year to conduct Association business. The Association will reimburse the District one-third of the substitute Board approved rate for the release time.	Designates the NEA state conference as a paid staff workday with the expectation that employees attend. Provides for partial reimbursement of substitute costs only.
Special School District of St. Louis County	Teamsters Local 610 (maintenance)	Art 3, Sec A and Art 11, Sec C	Special School District shall provide compensation to only one bargaining representative per unit for bargaining sessions during regular work hours... The Employer agrees to grant two (2) Employees per bargaining unit, one (1) time per fiscal year, up to five (5) working days, leave to attend a labor convention or serve in any capacity on other official Union business... without pay...	Release time for non-bargaining activities is unpaid.
Special School District of St. Louis County	Teamsters Local 610 (transportation)	Art 3, Secs A and C and Art 10, Sec B	Shop Stewards will not suffer a loss of pay when participating in bargaining sessions... six (6) Shop Stewards, may attend bargaining conferences when scheduled without loss of regular pay... Any regular Employee elected or appointed as an official of the Union or delegate to any labor activity necessitating a leave of absence, shall be granted a leave of absence without pay...	Release time for non-bargaining activities is unpaid.
Springfield Public Schools	MNEA (administrative assistants)	Art 20, Secs 4 and 6	In the event, the Association desires to send Bargaining Unit employee representatives on the business of the Association... such Bargaining Unit employee will be allowed to attend to the business of the Association... the Association shall reimburse the District for the cost of the substitute... The Association President may request a leave of absence from their duties with the District on a part-time or full-time basis... During the leave, the President will be considered an employee of the District and will receive all compensation, accruals, and benefits (including contributions to the appropriate State of Missouri retirement fund) they would have received, with salary advancements and adjustments... The Association will be responsible for reimbursing the District for the employee portion of Medicare, PSRS retirement, and a proportionate share of the employee's compensation as mutually agreed... the district-provided benefits will be afforded to the employee in the same manner as provided to other qualified employees...	Provides for partial reimbursement.
Springfield Public Schools	MNEA (facility services)	Art 20, Secs 4 and 6	In the event the Association desires to send Bargaining Unit employee representatives on the business of the Association... such Bargaining Unit employee will be allowed to attend to the business of the Association... the Association shall reimburse the District for the cost of the substitute... The Association President may request a leave of absence from their duties with the District on a part-time or full-time basis... During the leave, the President will be considered an employee of the District and will receive all compensation, accruals, and benefits (including contributions to the appropriate State of Missouri retirement fund) they would have received, with salary advancements and adjustments... The Association will be responsible for reimbursing the District for the employee portion of Medicare, PSRS retirement, and a proportionate share of the employee's compensation as mutually agreed... the district-provided benefits will be afforded to the employee in the same manner as provided to other qualified employees...	Provides for partial reimbursement.
Springfield Public Schools	MNEA (IT services)	Art 20, Secs 4 and 6	In the event, the Association desires to send Bargaining Unit employee representatives on the business of the Association... such Bargaining Unit employee will be allowed to attend to the business of the Association... the Association shall reimburse the District for the cost of the substitute... The Association President may request a leave of absence from their duties with the District on a part-time or full-time basis... During the leave, the President will be considered an employee of the District and will receive all compensation, accruals, and benefits (including contributions to the appropriate State of Missouri retirement fund) they would have received, with salary advancements and adjustments... The Association will be responsible for reimbursing the District for the employee portion of Medicare, PSRS retirement, and a proportionate share of the employee's compensation as mutually agreed... the district-provided benefits will be afforded to the employee in the same manner as provided to other qualified employees...	Provides for partial reimbursement.

Public Body	Union	Provision	Provision Text	Notes
Springfield Public Schools	MNEA (nurses)	Art 20, Secs 4 and 6	In the event, the Association desires to send Bargaining Unit employee representatives on the business of the Association... such Bargaining Unit employee will be allowed to attend to the business of the Association... the Association shall reimburse the District for the cost of the substitute... The Association President may request a leave of absence from their duties with the District on a part-time or full-time basis... During the leave, the President will be considered an employee of the District and will receive all compensation, accruals, and benefits (including contributions to the appropriate State of Missouri retirement fund) they would have received, with salary advancements and adjustments... The Association will be responsible for reimbursing the District for the employee portion of Medicare, PSRS retirement, and a proportionate share of the employee's compensation as mutually agreed... the district-provided benefits will be afforded to the employee in the same manner as provided to other qualified employees...	Provides for partial reimbursement.
Springfield Public Schools	MNEA (nutrition services staff)	Art 20, Secs 4 and 6	In the event, the Association desires to send Bargaining Unit employee representatives on the business of the Association... such Bargaining Unit employee will be allowed to attend to the business of the Association... the Association shall reimburse the District for the cost of the substitute... The Association President may request a leave of absence from their duties with the District on a part-time or full-time basis... During the leave, the President will be considered an employee of the District and will receive all compensation, accruals, and benefits (including contributions to the appropriate State of Missouri retirement fund) they would have received, with salary advancements and adjustments... The Association will be responsible for reimbursing the District for the employee portion of Medicare, PSRS retirement, and a proportionate share of the employee's compensation as mutually agreed... the district-provided benefits will be afforded to the employee in the same manner as provided to other qualified employees...	Provides for partial reimbursement.
Springfield Public Schools	MNEA (specialized instructional personnel)	Art 20, Secs 4 and 6	In the event, the Association desires to send Bargaining Unit employee representatives on the business of the Association... such Bargaining Unit employee will be allowed to attend to the business of the Association... the Association shall reimburse the District for the cost of the substitute... The Association President may request a leave of absence from their duties with the District on a part-time or full-time basis... During the leave, the President will be considered an employee of the District and will receive all compensation, accruals, and benefits (including contributions to the appropriate State of Missouri retirement fund) they would have received, with salary advancements and adjustments... The Association will be responsible for reimbursing the District for the employee portion of Medicare, PSRS retirement, and a proportionate share of the employee's compensation as mutually agreed... the district-provided benefits will be afforded to the employee in the same manner as provided to other qualified employees...	Provides for partial reimbursement.
Springfield Public Schools	MNEA (support staff)	Art 20, Secs 4 and 6	In the event the Association desires to send Bargaining Unit employee representatives on the business of the Association... such Bargaining Unit employee will be allowed to attend to the business of the Association... the Association shall reimburse the District for the cost of the substitute... The Association President may request a leave of absence from their duties with the District on a part-time or full-time basis... During the leave, the President will be considered an employee of the District and will receive all compensation, accruals, and benefits (including contributions to the appropriate State of Missouri retirement fund) they would have received, with salary advancements and adjustments... The Association will be responsible for reimbursing the District for the employee portion of Medicare, PSRS retirement, and a proportionate share of the employee's compensation as mutually agreed... the district-provided benefits will be afforded to the employee in the same manner as provided to other qualified employees...	Provides for partial reimbursement.

Public Body	Union	Provision	Provision Text	Notes
Springfield Public Schools	MNEA (teachers)	Art 20, Secs 4 and 6	In the event, the Association desires to send Bargaining Unit employee representatives on the business of the Association... such Bargaining Unit employee will be allowed to attend to the business of the Association... the Association shall reimburse the District for the cost of the substitute... The Association President may request a leave of absence from their duties with the District on a part-time or full-time basis... During the leave, the President will be considered an employee of the District and will receive all compensation, accruals, and benefits (including contributions to the appropriate State of Missouri retirement fund) they would have received, with salary advancements and adjustments... The Association will be responsible for reimbursing the District for the employee portion of Medicare, PSRS retirement, and a proportionate share of the employee's compensation as mutually agreed... the district-provided benefits will be afforded to the employee in the same manner as provided to other qualified employees...	Provides for partial reimbursement.
St. Charles School District	MNEA (support staff)	Art XXIV, Sec 1	Allow release time without loss of pay for at least one negotiations session...	
St. Charles School District	MNEA (teachers)	Page 10	...one release day for teachers serving on the Meet and Confer team may be allowed in order to participate in the Meet and Confer process. The district will be reimbursed for any associated substitute teacher costs...	Provides for reimbursement of substitute costs only.
St. Louis Public Schools	LiUNA Local 42 (custodial)	Art 5, Secs 5.3 and 5.5	...the Board shall compensate Stewards for all time spent discussing issues with the Board, including grievance meetings, that occur during the Stewards' regularly scheduled working hours... Members designated as being on the Union Negotiation Team who are scheduled to work on a day on which negotiations occur, shall, for the purpose of attending scheduled negotiations, be excused from their regular duties during the time of negotiations without loss of pay...	
St. Louis Public Schools	MNEA (nurses)	Art VI, Sec C	The Board shall grant release time to employees(s) as necessary, to conduct Association activities... Any employee, not more than two (2) at a time, elected or appointed to any full-time position in the Association shall be given a leave of absence...	
University City School District	AFT Missouri, Local 3179 (support staff)	Art 4040, Sec 8	Union delegates shall be able to apply to the Assistant Superintendent for Human Resources for up to fifteen (15) days annually to attend workshops, seminars, conferences, meet with legislators and other training sessions sponsored by the Union.	Specifies lobbying activities.
University City School District	MNEA (teachers)	Art 4020, Sec 6	The Board will provide the Association a total of up to fifteen (15) Leave Days to be used by and allocated among its members as official delegates to MNEA Conventions. In addition, the Board will provide a total of up to ten (10) Association Leave Days with pay to be used by and allocated among its members. This leave shall be used for Association activities which may include other conventions, conferences, and meetings of their affiliates.	
Wentzville School District	AFT Missouri, Local 4894 (support staff)	Art VIII, Sec A	Federation members shall be granted release time without loss of pay or benefits to attend professional development sessions. Such sessions... may be sponsored by the Missouri or American Federation of Teachers and School Related Personnel... Federation officials shall be granted time off with pay to attend conferences, conventions, seminars and other official union meetings... Federation members as a group shall be provided an aggregate bank of one hundred (100) hours release time per fiscal year to address union business with no loss of pay or benefits.	
Wentzville School District	MNEA (teachers)	Art I, Sec C	For the duration of this Agreement the President of the Association shall be granted leave... during the leave, the President will receive the pay and benefits they would have received, with salary advancements and adjustments, had they remained in his/her last position with the District... the Association will reimburse the District the cost (salary and benefits, if applicable) of the replacement teacher who enters the classroom of the President... Association leave will be approved for the number of official delegates verified for the Association's bi-annual representative assemblies... Additional days of professional leave requested by the Association for Association business will be granted if the Association reimburses the district for the cost of the substitute teacher...	Provides for partial reimbursement.

CHART III: UNION ACCESS TO NEW EMPLOYEE ORIENTATION BY EMPLOYER

Public Body	Union	Provision	Provision Text	Notes
Ferguson-Florissant School District	MNEA	Art 6, Sec 18	The Association shall be provided reasonable access to new employees during employee orientation... The Association president or designee shall have an opportunity to speak at new employee orientation meetings and at any district sanctioned events...	
Fort Zumwalt School District	MNEA (teachers)	Art XIII	As long as there is a New Teacher Orientation meeting, the Association President will be provided the opportunity to participate in the meeting.	
Francis Howell School District	Teamsters Local 610 (transportation)	Art 10, Sec 10.3 and Art 24, Sec 12	...the District agrees to provide a [union] information card to new employees at new employee orientation... The District will add time to the new hire check list for a Teamsters representative to meet with new employees during their training period.	
Independence School District	MNEA (support personnel)	Art 4, Sec 4.8	The Association shall be permitted to have an informal table during the District-wide Facilities meetings at the start of the year...	
Independence School District	MNEA (teachers)	Art 4, Sec 4.8	Only the Association shall be permitted to have an informational table throughout the duration of New Teacher Academy... The Association will be permitted to sponsor a breakfast and/or lunch meal at the orientation... All new teachers will be permitted to voluntarily attend a presentation by the Association following the required training during one day of orientation... The Association shall be permitted to have an information table during Classified Orientation...	
Independence School District	MNEA (transportation)	Art 4, Sec 4.8	The Association shall be permitted to have an informal table during the District-wide Transportation meetings at the start of the year...	
Kansas City Public Schools	SEIU Local 1 (custodial and maintenance)	Sec I, subs. B and N	New employees will be given a packet of information provided by the union at new employee orientation... Each new employee will be offered one (1) hour of paid time to attend a Union orientation... If an employee is scheduled to work at the same time they attend an orientation meeting, the employees will clock out, and back in at their sites to attend the meetings. The Union will submit the time in attendance for payroll purposes.	
Kirkwood School District	MNEA (teachers)	Sec 3.7	The union will have a 25-minute session during New Teacher Orientation.	
Ladue School District	MNEA (teachers)	Art IV, Sec 4.5	The Association shall have the right to participate in the District's annual orientation of new teachers and the opening day in-service of all staff.	
Lindbergh School District	MNEA (nurses)	Sec 7.1	The Association shall have an opportunity to speak during all nurse staff meetings of the year... The Association will be provided at least ten (10) minutes to do so.	
Mehlville School District	MNEA (nurses)	Sec 3.1	The Association shall have an opportunity to speak at all Employee professional development meetings of the year... The Association will be provided at least ten (10) minutes to do so.	
Mehlville School District	MNEA (teachers)	Sec 3.1	The Association shall have an opportunity to speak at new employee orientation meetings and at any district sanctioned "back to school" event... The Association may provide information concerning Association membership, which the District may include in the new employee orientation package. The Association shall be the first teacher organization to speak to new employees during new Teacher Orientation and will be provided at least 15 minutes to do so.	
Meramec Valley School District	MNEA (teachers)	Art 4, Secs 1 and 8	Upon request, the Association will be granted ten (10) minutes to address Bargaining Unit employees at district wide Professional Development meetings regarding Association business... The Association shall have the opportunity to present to new teachers during the New Teacher Orientation Days. The Association shall have up to one (1) hour during orientation for the Association to speak with all new hires to introduce the Association and provide general information regarding the Association's services... Should the District opt to provide a meal or refreshments during the session at which the Association speaks, the Association will be extended the opportunity to sponsor such meals or refreshments. Only the recognized exclusive representative Association shall be allocated time by the District to speak as a professional association for certificated teachers during the new teacher orientation.	

Public Body	Union	Provision	Provision Text	Notes
North Kansas City Schools	AFSCME Council 61 (mechanics and technicians)	Art XIV, Sec B	The Union shall be allowed thirty (30) minutes to make a presentation to new candidates within five days of employee's hire date if desired by the new employee.	
North Kansas City Schools	MNEA (teachers)	Art V, Sec 5.5.1	NKC-NEA will be granted the opportunity to provide meals for members of the bargaining unit during the new member preservice PD days. Furthermore, NK-NEA will be granted access to present to the members of the bargaining unit during such sponsored meals and events. NK-NEA will be the only employee organization permitted time to address the new teachers during the new member preservice PD Days.	
Park Hill School District	MNEA (teachers)	Art 11, Sec 11.2	Following the planned agenda at the first faculty meeting following the Association representative meeting, Association representatives may discuss Association business with the membership.	
Parkway School District	CWA Local 6355 (custodial and warehouse)	Art 26, Sec A	After the District orientation/new employee training session, a Union representative will have the opportunity to speak to the bargaining member new hires... The District employees will be <i>compensated for approximately 15 minutes</i> .	Emphasis in original.
Ritenour School District	MNEA (teachers)	Art III, Sec 9	The RNEA shall be provided access to every new teacher during their orientation for the purpose of providing them with NEA information.	
Springfield Public Schools	MNEA (administrative assistants)	Art 5, Sec 6	If the District holds a meeting prior to the start of the school year, for the purpose of orienting employees, the Association President or their designee shall have the option of presenting a message... The message shall not exceed five (5) minutes in duration [and] shall not solicit or recruit new Association members...	Provides that orientation may not be used to solicit union membership.
Springfield Public Schools	MNEA (facility services)	Art 5, Sec 6	If the District holds a meeting prior to the start of the school year, for the purpose of orienting employees, the Association President or their designee shall have the option of presenting a message... The message shall not exceed five (5) minutes in duration [and] shall not solicit or recruit new Association members...	Provides that orientation may not be used to solicit union membership.
Springfield Public Schools	MNEA (IT services)	Art 5, Sec 6	If the District holds a meeting prior to the start of the school year, for the purpose of orienting employees, the Association President or their designee shall have the option of presenting a message... The message shall not exceed five (5) minutes in duration [and] shall not solicit or recruit new Association members...	Provides that orientation may not be used to solicit union membership.
Springfield Public Schools	MNEA (nurses)	Art 5, Sec 6	If the District holds a meeting prior to the start of the school year, for the purpose of orienting employees, the Association President or their designee shall have the option of presenting a message... The message shall not exceed five (5) minutes in duration [and] shall not solicit or recruit new Association members...	Provides that orientation may not be used to solicit union membership.
Springfield Public Schools	MNEA (nutrition services)	Art 5, Sec 6	If the District holds a meeting prior to the start of the school year, for the purpose of orienting employees, the Association President or their designee shall have the option of presenting a message... The message shall not exceed five (5) minutes in duration [and shall not] solicit or recruit new Association members...	Provides that orientation may not be used to solicit union membership.
Springfield Public Schools	MNEA (specialized instructional personnel)	Art 5, Sec 6	If the District holds a meeting prior to the start of the school year, for the purpose of orienting employees, the Association President or their designee shall have the option of presenting a message... The message shall not exceed five (5) minutes in duration [and] shall not solicit, or recruit new Association members...	Provides that orientation may not be used to solicit union membership.
Springfield Public Schools	MNEA (support staff)	Art 5, Sec 6	If the District holds a meeting prior to the start of the school year, for the purpose of orienting employees, the Association President or their designee shall have the option of presenting a message... The message shall not exceed five (5) minutes in duration [and] shall not, solicit or recruit new Association members...	Provides that orientation may not be used to solicit union membership.
Springfield Public Schools	MNEA (teachers)	Art 5, Sec 6	If the District holds a meeting prior to the start of the school year, for the purpose of orienting employees, the Association President or their designee shall have the option of presenting a message... The message shall not exceed five (5) minutes in duration [and shall not] solicit, or recruit new Association members...	Provides that orientation may not be used to solicit union membership.
St. Charles Community College	SEIU Local 1 (adjunct faculty)	Art VII, Sec 4	The Union and/or Workplace leaders will be allowed to reserve space on campus for a meeting immediately following the Orientation for Part-Time Faculty. The Union and/or Workplace leaders will be allowed to announce their meeting time, location, and topic at the end of the Orientation program...	
St. Louis Public Schools	AFT Missouri, Local 420	Art VI, Sec A	The Union will be responsible for delivering Union literature to the Board's Human Resources Department to be placed in newly hired employee's Board issued packets.	

Public Body	Union	Provision	Provision Text	Notes
Webster Groves School District	MNEA	Sec 3.1	The Union shall have an opportunity to speak at the new teacher orientation meeting at the beginning of each school year. The WGNEA will be provided ten (10) minutes to do so.	
Wentzville School District	MNEA (counselors)	Art I, Sec D	The Association will have the right to have tables/booths at orientation and all district meetings. The Association will have the right to address new ESCs during orientation and/or beginning of the year meetings.	
Wentzville School District	MNEA (nurses)	Art I, Sec D	The Association will have the right to have tables/booths at the new nurse orientation and all district meetings. The Association will have the right to address new nurses during orientation and/or beginning of the year nurse meetings.	
Wentzville School District	MNEA (teachers)	Art I, Sec F	The Association will have the right to have tables/booths at the new teacher orientation and all District meetings. The Association will have the right to address new teachers during orientation.	

CHART IV: UNION ACCESS TO EMPLOYEE INFORMATION BY EMPLOYER

Public Body	Union	Provision	Provision Text	Notes
Fort Zumwalt School District	MNEA	Art XIII	The District will continue the current practice of providing the Association with names and addresses of newly hired teachers...	
Hickman Mills School District	AFT Missouri, Local 6023 (classified staff)	Art VI, Sec B	The District shall furnish to the Federation by October 1st of each year a complete list of Bargaining Unit employees covered by this Agreement. The list shall be in alphabetical order by last name and with said employee's home address, home telephone number...	
Independence School District	MNEA (support personnel)	Art 4, Sec 4.7	Upon written request by the Association, the District shall provide in a reasonably prompt manner the name, address, phone numbers, and district email addresses, if available, of all new employees of the Bargaining Unit.	
Independence School District	MNEA (teachers)	Art 4, Sec 4.7	Upon written request by the Association, the District shall provide in a reasonably prompt manner the name, address, phone number, and district email addresses of all newly hired employees of the teacher or paraprofessional Bargaining Unit.	
Independence School District	MNEA (transportation)	Art 4, Sec 4.7	Upon written request by the Association, the District shall provide in a reasonably prompt manner the name, address, phone numbers, and district email addresses, if available, of all new employees of the Bargaining Unit.	
Joplin School District	MNEA (support staff)	Art V, Secs 5.4-5.5	The Association... shall be provided the names, and home or mailing address of newly hired Bargaining Unit employees...	
Joplin School District	MNEA (teachers)	Art IV, Secs 5-6	Upon reasonable request, the District will provide the Association with the names, and home or mailing address for the members of the Bargaining Unit... The Association... shall be provided the names, and home or mailing address of newly hired Bargaining Unit employees...	
Kansas City Public Schools	SEIU Local 1 (custodial and maintenance)	Sec I, sub. G	THE DISTRICT will make available, to the Union, once a semester upon request a list of all active employees covered by this Agreement, which shall include each employee's name, work site name and work site mailing address, cell phone numbers, work e-mail address, department, hourly rate of pay, and hours worked.	
Lindbergh School District	MNEA (nurses)	Sec 7.1	Following a request, the District will provide to the Association the names, worksite, position, phone number, and address of employees in the bargaining unit.	
Lindbergh School District	MNEA (office personnel)	Page 11	The District will provide the Association with a list of all LAOP employees including work locations, current positions, home addresses and home telephone numbers...	
Mehlville School District	MNEA (nurses)	Sec 3.1	...the District will provide to the Association the names, worksite, position, phone number, and address of employees in the bargaining unit.	
Meramec Valley School District	MNEA (teachers)	Art 4, Sec 4.2	The Association... may request a list of names, worksites, positions, years of employment, phone numbers, and addresses of employees in the Bargaining Unit.	
Meramec Valley School District	SEIU Local 1 (bus drivers)	Art 2, Sec 2	The Employer shall provide information for each member of the Union and shall provide this information to the Union on a regular monthly basis... Such information... shall include the employee's full name, date of hire, wage rate, worksite address, home address, phone number...	
North St. Francois County School District	MNEA (custodial)	Art 12	The district agrees to provide the names and addresses of all newly hired bargaining unit members to the Association President.	
Parkway School District	CWA Local 6355 (custodial and warehouse)	Art 1, Sec D	The School District will send the Union each quarter a list of the Bargaining Unit Employees showing the employees' names, home/ mailing addresses...	
Riverview Gardens School District	MNEA (teachers)	Sec 2.3	On or before September 15 of each year the District will provide the Association with the names, addresses, and work locations of all Employees.	

Public Body	Union	Provision	Provision Text	Notes
Special School District of St. Louis County	MNEA (special education support staff)	Art 5, Sec 5.6	...the District will provide the Association with the names, addresses, job assignments and work locations of all Employees.	
Special School District of St. Louis County	MNEA (special education)	Art 5, Sec 5.6	The Association may request the names, addresses, job assignments and work locations of all Employees...	
Special School District of St. Louis County	MNEA (teachers)	Art 5, Secs 5.4-5.5	On or before October 15 of each year the District will provide the Association with the names, addresses, job positions, phone numbers, and work locations of all Employees. The District will also provide an updated list of Employees with names, addresses, job position, phone numbers, and work locations by February 15... the District will provide the Association with a list of all newly hired Employees, their addresses, job positions and work locations...	
Special School District of St. Louis County	MNEA (visual language specialists)	Art 5, Sec 5.6	The Association may request the names, addresses, job assignments and work locations of all Employees...	
Springfield Public Schools	MNEA (administrative assistants)	Art 5, Secs 4-5	The Association... shall be provided the names and contact information including home address, telephone number, and email address, of the employees of the Bargaining Unit... The Association... shall be provided the names, addresses, phone numbers, and email addresses of newly hired Bargaining Unit employees.	
Springfield Public Schools	MNEA (facility services)	Art 5, Secs 4-5	The Association... shall be provided the names and contact information including home address, telephone number, and email address, of the employees of the Bargaining Unit... The Association... shall be provided the names, addresses, phone numbers, and email addresses of newly hired Bargaining Unit employees.	
Springfield Public Schools	MNEA (IT services)	Art 5, Secs 4-5	The Association... shall be provided the names and contact information including home address, telephone number, and email address, of the employees of the Bargaining Unit... The Association... shall be provided the names, addresses, phone numbers, and email addresses of newly hired Bargaining Unit employees.	
Springfield Public Schools	MNEA (nurses)	Art 5, Secs 4-5	The Association... shall be provided the names and contact information including home address, telephone number, and email address, of the employees of the Bargaining Unit... The Association... shall be provided the names, addresses, phone numbers, and email addresses of newly hired Bargaining Unit employees.	
Springfield Public Schools	MNEA (nutrition services)	Art 5, Secs 4-5	The Association... shall be provided the names and contact information including home address, telephone number, and email address, of the employees of the Bargaining Unit... The Association... shall be provided the names, addresses, phone numbers, and email addresses of newly hired Bargaining Unit employees.	
Springfield Public Schools	MNEA (specialized instructional personnel)	Art 5, Secs 4-5	The Association... shall be provided the names and contact information including home address, telephone number, and email address, of the employees of the Bargaining Unit... The Association... shall be provided the names, addresses, phone numbers, and email addresses of newly hired Bargaining Unit employees.	
Springfield Public Schools	MNEA (support staff)	Art 5, Secs 4-5	The Association... shall be provided the names and contact information including home address, telephone number, and email address, of the employees of the Bargaining Unit... The Association... shall be provided the names, addresses, phone numbers, and email addresses of newly hired Bargaining Unit employees.	
Springfield Public Schools	MNEA (teachers)	Art 5, Secs 4-5	The Association... shall be provided the names and contact information including home address, telephone number, and email address, of the employees of the Bargaining Unit... The Association... shall be provided the names, addresses, phone numbers, and email addresses of newly hired Bargaining Unit employees.	
St. Louis Community College	AFT Missouri, Local 3506 (office and technical staff)	Art II	The aggregate [dues] deductions of all employees shall be remitted, together with an itemized statement which includes each member's social security number...	

Public Body	Union	Provision	Provision Text	Notes
St. Louis Community College	SEIU Local 1 (adjunct faculty)	Art 4, Secs 1 and 6 and Art 5, Sec 4	The monthly [dues deduction register] shall... include a list of all employees... and the last four digits of their social security number... The College shall provide to the Union a list of employees eligible to be in the Bargaining Unit. This list shall include information as listed in Appendix B and shall be provided in electronic format to the Union on a quarterly basis... Names... home addresses, home telephone numbers, cell phone numbers, email address, date of hire, rates of pay and last four (4) digits of social security number of all College part-time Employees, sorted by campus location shall be provided without cost to the Union... The same information will be provided in regard to Employees hired during the contract year, without cost to the Union...	
St. Louis Public Schools	AFT Missouri, Local 420	Art VI, Sec E	The Board will furnish to the Union by September 30th, October 30th, January 30th, April 30th and June 30th of each year a complete list of employees... The list will contain the employee's name (last name first), job title, home address, certification/licenses, and seniority.	
St. Louis Public Schools	LiUNA Local 42 (custodial)	Art 6	The Employer shall provide information for each member of the bargaining unit and shall provide this information to the Union on monthly basis... Such information shall be transmitted electronically in a common, commercially- available electronic format, and shall include the employee's full name, wage rate, worksite address, hours worked, home or mailing address...	
St. Louis Public Schools	MNEA (nurses)	Art VI, Sec E	The Board will furnish to the Association by October 15 and February 15 of each year, two complete lists of employees covered by this contract agreement... One list will be in alphabetical order by last name and will show the employee's home address...	
Wentzville School District	AFT Missouri, Local 4894 (support staff)	Art IV, Sec B	The District shall furnish to the Federation by October 1, of each year a complete list of Bargaining Unit employees... The list shall be in alphabetical order by last name and with said employee's date of hire, date of birth, and work site location...	
West Plains School District	MNEA (transportation)	Art 3, Sec 1	The Association... shall be allowed to solicit the names and contact information from the members of the bargaining unit.	

CHART V: UNION ACCESS TO PUBLIC SCHOOL FACILITIES BY EMPLOYER

Public Body	Union	Provision	Provision Text	Notes
Columbia Public Schools	MNEA (teachers)	Art V, Secs 5.6-5.7	CMNEA shall be permitted to hold meetings on District property without cost... CMNEA will be provided two District email accounts, one for communication with Members of the Bargaining Unit, and a separate email account for communication with CMNEA's members... CMNEA will be given an opportunity to contract with the District print shop to use its services and be billed directly for services and materials provided... the District will provide CMNEA access to... Designated bulletin boards in each District building...	
DeSoto School District	MNEA (transportation)	Sec 3	The DTA-NEA has the right to use district facilities for normal Association meetings... The DTA-NEA has the right to use school mail or other non-intrusive means of communication with the members of this employee group...	
East Central College	MNEA (faculty)	Art II, Secs 1-3	The ECC-NEA shall be permitted to hold meetings and conduct ECC-NEA business on College property and to use College facilities... The ECC-NEA shall have the right to reasonable and ordinary use of College equipment including computers, fax, voicemail, email, duplicating or printing equipment, and audio-visual equipment, but solely for local ECC-NEA purposes... The ECC-NEA shall be allowed reasonable and ordinary use of mailboxes, mail, and other communications systems for communicating with full-time faculty on matters related to local ECC-NEA purposes.	
Ferguson-Florissant School District	MNEA	Art 6, Secs 6-10	The Association shall be allowed to schedule meetings in District facilities... The unit administrator will provide bulletin board space in each building for the Association. Such space will be designated with the name of the Association... Staff mailboxes may also be used for distribution of materials by the Association... Association material will be viewed as confidential information and will not be opened by the District... Electronic mail may also be used for distribution of information by the Association... Interschool mail may be used for the distribution of Association materials...	
Fort Zumwalt School District	IAM District 9 (maintenance)	Art 11, Sec 11.1	The IAM/Union will have the right to post notices of activities and matters of concern to bargaining unit members on a designated bulletin board, at least one of which will be located in each appropriate facility.	
Fort Zumwalt School District	MNEA (computer technicians)	Art 2, Secs 2.3 and 2.5-2.6	Association members will have the right to post notices of activities and matters of concern to bargaining unit members on a designated bulletin board, at least one of which will be located in each appropriate facility including the District technology office... Association members shall have the right to use school facilities and equipment for Association business... Association members may use the District mail service and employee mailboxes...	
Fort Zumwalt School District	MNEA (counselors and social workers)	Art 2, Secs 2.3 and 2.5-2.6	Association members will have the right to post notices of activities and matters of concern to bargaining unit members on a designated bulletin board, at least one of which will be located in each appropriate facility... Association members shall have the right to use school facilities and equipment for Association business... Association members may use the District mail service and employee mailboxes...	
Fort Zumwalt School District	MNEA (nurses)	Art 3, Secs 3.2-3.4	Association members shall have the right to post notices of activities and matters of concern on designated bulletin boards, at least one of which shall be located in each appropriate facility... Association representatives may use school facilities and equipment for Association business... Association members may use the District mail and email services and employee mailboxes...	
Fort Zumwalt School District	MNEA (paraprofessionals)	Art 2, Secs 2.2-2.4	Association members shall have the right to post notices of activities and matters of concern on designated bulletin boards, at least one of which shall be located in each appropriate facility... Association representatives may use school facilities and equipment for Association business... Association members may use the District mail service and employee mailboxes...	
Fort Zumwalt School District	MNEA (parent educators)	Art 2, Secs 2.2-2.4	Association members shall have the right to post notices of activities and matters of concern on designated bulletin boards, at least one of which shall be located in an appropriate facility... Association representatives may use school facilities and equipment for Association business... Association members may use the District mail service and employee mailboxes...	

Public Body	Union	Provision	Provision Text	Notes
Fort Zumwalt School District	MNEA (teachers)	Art XIII	The Association and its representatives shall have the right to use school buildings at all reasonable hours for meetings... The Association may use the intradistrict pony mail for communication purposes involving association business... the Association shall have the right to use school facilities and equipment, including, but not limited to, duplicating equipment, audio-visual equipment, facsimile machines, computers (including email service), etc... A bulletin board will be designated in each building for the exclusive use of the Association...	
Fox School District	MNEA (nurses)	Sec 9.6	Fox NEA Leadership shall have permission to communicate to all educators in the bargaining unit via school email.	
Fox School District	MNEA (teachers)	Sec 9.6	Fox NEA Leadership shall have permission to communicate to all educators in the bargaining unit via school email.	
Harris-Stowe State University	MNEA (faculty)	Art II, Secs 2.1 and 2.3	The Association shall be permitted to hold meetings and conduct association business on University property (excepting student residential facilities), to have access to University equipment for such purposes outside of the work day, and to create and maintain one web-site within the University's content management system... The Association shall be permitted to use mailboxes, bulletin boards, the Association's campus web site (with up to 50 mg of storage), and other communication systems...	
Hazelwood School District	AFT Missouri (clerical staff and instructional assistants)	Art 35	The Hazelwood Federation of School-Related Personnel may conduct meetings on campus for bargaining unit... Designated bargaining unit representatives may have use of inter-office mail and other electronic systems...	
Hazelwood School District	IBEW Local 1 (custodial)	Art 3	Local 1 may conduct meetings on campus for bargaining unit employees... Designated bargaining unit representatives may have use of inter-office mail and other electronic systems...	
Hazelwood School District	MNEA (bus drivers)	Art 35	The Hazelwood Association of Support Personnel MNEA/NEA may conduct meetings on campus for bargaining unit bus drivers... Designated bargaining unit representatives may have use of inter-office mail and other electronic systems...	
Hazelwood School District	MNEA (nurses)	Art 36	HAHP may conduct meetings on campus for bargaining unit employees... Designated bargaining unit representatives may have use of inter-office mail and other electronic systems...	
Hickman Mills School District	AFT Missouri, Local 6023 (classified staff)	Art VI, Secs A and E	The Federation may conduct meetings on District grounds for bargaining unit employees... The Federation shall be provided with a bulletin board... The Federation shall have the right to distribute literature and notices to employees in the workplace... The Federation shall be allowed access to District courier.	
Hickman Mills School District	MNEA (parent educators)	Pages 2-3	NEA shall be permitted to hold meetings on District property... NEA shall be permitted reasonable use of the school mailboxes and intra-district mail service for the distribution of materials related to union/district business.	
Hickman Mills School District	MNEA (teachers)	Page 2	The District will use reasonable best efforts to provide space within each District building for the placement of a bulletin board and or space on existing bulletin boards for HMNEA to post information... HMNEA shall be permitted to hold meetings on District property... HMNEA shall be permitted reasonable use of the school mailboxes and intra-district mail service for the distribution of materials related to union/district business.	
Independence School District	MNEA (support personnel)	Art 4, Secs 4.3-4.4	The Association shall be allowed the use of school buildings and premises for Association meetings and activities... The Association may use the school mailboxes, inter-school mail service, email and other communication systems to communicate with members of the Bargaining Units... The Association may use the District communication systems to conduct business with its members... The building principal will designate a bulletin board in each building located in a teacher workroom or custodial or maintenance lunchroom for Association use... The Association is the only professional association that may survey members of the entire Bargaining Unit about matters of concern relating to terms or conditions of this Agreement.	

Public Body	Union	Provision	Provision Text	Notes
Independence School District	MNEA (teachers)	Art 4, Secs 4.3-4.4	The Association shall be allowed the use of school buildings and premises for Association meetings and activities... The Association may use the school mailboxes, inter-school mail service, email and other communication systems to communicate with members of the Bargaining Units... The Association may use the District communication systems to conduct business with its members... The building principal will designate a bulletin board in each building located in a teacher workroom or teacher lunchroom for Association use... The Association is the only professional association that may survey members of the entire Bargaining Unit about matters of concern relating to terms or conditions of this Agreement.	
Independence School District	MNEA (transportation)	Art 4, Secs 4.3-4.4	The Association shall be allowed the use of school buildings and premises for Association meetings and activities... The Association may use the school mailboxes, inter-school mail service, email and other communication systems to communicate with members of the Bargaining Units... The Association may use the District communication systems to conduct business with its members... The Director of Transportation will designate a bulletin board in each building located in a teacher workroom or teacher lunchroom for Association use... The Association is the only professional association that may survey members of the entire Bargaining Unit about matters of concern relating to terms or conditions of this Agreement.	
Joplin School District	MNEA (classified staff)	Art V, Secs 5.1 and 5.6	The District will allow bulletin boards... to be provided by the Union, and to be used only by the Union for posting notices bearing the official written approval of the union... the Association shall have the right to use school mailboxes and the intra-district mail service for the distribution of materials to employees covered by this Agreement.	
Joplin School District	MNEA (teachers)	Art IV, Sec 7	The Association shall be granted space within each District building, where Bargaining Unit employees are regularly assigned to work, for the placement of one (1) bulletin board... The Association may use an existing bulletin board provided it is agreeable to the District and the Association.	
Kansas City Public Schools	AFT Missouri, Local 691 (classified staff)	Art II, Secs E and J	Union communications may be placed in employee mailboxes... The District shall provide one (1) parking space at the Board of Education for the KCFT President at no cost.	
Kansas City Public Schools	AFT Missouri, Local 691 (teachers)	Art II, Secs E and J	Union communications may be placed in employee mailboxes... The District shall provide one (1) parking space at the Board of Education for the KCFT President at no cost.	
Kansas City Public Schools	SEIU Local 1 (custodial and maintenance)	Sec I, subs. G-H	...the Union may send meeting notices, via the DISTRICT email system... The DISTRICT shall create a link from its home website to the Union website... Bulletin board space will be provided in each school for use by employees and/or the Union... Such material may also be placed in the employee's pickup box... Bulletin board space and mailboxes for use by employee organizations shall be handled wherever possible by utilizing the facilities that are available... THE DISTRICT authorizes the Union to use one bulletin board per building site, designated for union information... Union communications may also be placed in the employee pickup boxes...	
Kirkwood School District	MNEA (teachers)	Sec 3.2	The KNEA may use District classrooms for union business and meetings...	
Ladue School District	MNEA (teachers)	Art IV, Secs 4.1-4.4	Representatives of the Association shall be permitted to transact business on school property... The Association shall have the privilege of displaying organization materials in the "faculty lounge" of each building... The Association shall have the right to insert organization materials in the members' mailboxes... the Association shall have the right to reasonably use District communication tools such as e-mail, school mail and print/copy facilities for the publication and dissemination of reasonable communications related solely to the business of the Association. Confidentiality of materials will be respected by the District...	
Lindbergh School District	MNEA (nurses)	Sec 7.2	The Association shall have uncensored use of mailboxes, email, and other communication systems for communicating with bargaining unit members... The Association may use the District's email accounts to direct members to other Association-sanctioned websites, such as the Association web site and other related communication tools; and for all official Association business... The Association may use District facilities for Association meetings...	

Public Body	Union	Provision	Provision Text	Notes
Lindbergh School District	MNEA (office personnel)	Pages 11-12	The LAOP and its representatives shall have the right to use school buildings at all reasonable hours for meetings... The Association may place literature in the inter-school mail facilities and school mailboxes.	
Mehlville School District	MNEA (nurses)	Sec 3.3	The Association shall have uncensored use of mailboxes, email, and other communication systems for communicating with bargaining unit members... The Association may use the District's email accounts to direct members to other Association-sanctioned websites, such as the Association web site and other related communication tools; and for all official Association business... The Association may use District facilities for Association meetings...	
Mehlville School District	MNEA (teachers)	Sec 3.3	The Association shall have uncensored use of meeting spaces, mailboxes, email, and other communication systems for communicating with bargaining unit members... The Association may use the District's email accounts to direct members to other Association-sanctioned websites, such as the Association web site and other related communication tools; and for all official Association business...	
Meramec Valley School District	MNEA (teachers)	Art 4, Sec 4.4	The Association may use District mailboxes, email, and other communication systems for communicating with Bargaining Unit members regarding Association business... The Association may use the District's email accounts to direct members to other Association sanctioned websites, such as the Association website and other related communication tools; and for all official Association business... The Association may use District facilities for Association business and meetings... The Association may use one existing bulletin board in a lounge/workroom in each building. The Association may use more than one bulletin board in a lounge/workroom in a building provided it is agreeable... On the second Wednesday of each month that school is in session, the District will make reasonable efforts to avoid scheduling after school staff meetings or professional development to allow for Association members to meet. The District will notify building administration to avoid scheduling conflicts with the Association...	
Metropolitan Community College	MNEA (faculty)	Art IV, Sec 1	The Association may use the College mailboxes, bulletin board spaces, and electronic communication media designated by the College...	
North Kansas City Schools	AFSCME Council 61 (mechanics and technicians)	Art XI, Secs C and E	The Director of Transportation shall provide space inside the work or break areas for [a] bargaining unit provided bulletin board... The Union will be able to use school buildings and school facilities for meetings...	
North Kansas City Schools	MNEA (teachers)	Art V, Secs 5.5-5.6	...the District will provide NKC-NEA access to... designated bulletin boards in each District building in which Members of the Bargaining Unit work... district facilities, including teacher mailboxes, to contact District employees and transact Association matters... NKC-NEA is granted the right to use district resources to conduct the business of the association... NKC-NEA may use an area of a school building free of charge for meeting purposes... NKC-NEA may use the following district communication resources: email, technology, electronic devices, intercampus mail (the pony), and other communication resources available to all staff.	
North St. Francois County School District	MNEA (custodial)	Arts 9 and 12	NC NEA has the right to post relevant union information on bulletin boards in the break rooms, including meeting notices, the collective bargaining agreement, and important updates... The North County NEA may conduct meetings on campus for bargaining unit custodial employees... Designated bargaining unit representatives may have use of inter-office mail and other electronic systems...	
North St. Francois County School District	MNEA (transportation)	Arts 10 and 14	NCNEA has the right to post relevant union information on bulletin boards in the bus garage, including meeting notices, the collective bargaining agreement and important updates... The North County NEA may conduct meetings on campus for bargaining unit transportation employees... Designated bargaining unit representatives may have use of inter-office mail and other electronic systems...	
Northwest School District	MNEA (teachers)	Art 2, Sec 13	The Association has the right to use District facilities for committee, general, or building meetings... Representatives of the Association (i.e. Uniserv Director) shall be permitted to transact official Association business on school property... The Association may distribute information to members in District mailboxes. The Association may use District equipment including computers, copy machines, and audio-visual equipment...	

Public Body	Union	Provision	Provision Text	Notes
Park Hill School District	MNEA (teachers)	Art 11, Secs 11.1 and 11.3	Park Hill NEA will be allowed to use district email to communicate with association members. Park Hill NEA will be allowed to use faculty mail boxes and post in copy workrooms for association business... Park Hill NEA may use school buildings for official organization business...	
Parkway School District	CWA Local 6355 (custodial and warehouse)	Art 26, Secs B-C	...locations will be identified in all school buildings, facilities, security and the warehouse where the union will be allowed to maintain information bulletin boards... District managers or administrators may not post material on the board... Electronic mail addresses within the Parkway network are available to all union officers and representatives in order to support and enhance communications to and from all bargaining unit members, administrators, and union officers.	
Ritenour School District	MNEA (teachers)	Art III, Secs 1-4	Representatives of the RNEA shall be permitted to transact business on school property... The RNEA shall have the right of displaying reasonable and appropriate organization materials in the "faculty workroom" of each building... The RNEA shall have the right to use District equipment including computers, fax, voice mail and email... The RNEA shall have the right, which shall be subject to the District's approval, not to be unreasonably withheld, and shall not interfere with the District's use, to insert reasonable and appropriate organization materials in the members' mailboxes.	
Rockwood School District	MNEA (custodial)	Sec 23, sub. 2	The RCEA shall have uncensored use of email, mailboxes and other communication systems for communicating with bargaining unit members... The RCEA may use the District's email accounts to direct members to other RCEA-sanctioned websites, such as the RCEA website, etc., for all official RCEA business...	
Rockwood School District	MNEA (early childhood professionals)	Art II, Sec B	RAECP shall have uncensored use of mailboxes, e-mail and other communication systems for communicating with bargaining unit members... RAECP may use the District's e-mail accounts to direct members to other RAECP-sanctioned websites... RAECP may use District facilities for Association meetings...	
Rockwood School District	MNEA (nurses)	Art II, Sec B	RAN shall have uncensored use of mailboxes, e-mail and other communication systems for communicating with bargaining unit members... RAN may use the District's e-mail accounts to direct members to other RAN-sanctioned Web sites... RAN may use District facilities for Association meetings...	
Rockwood School District	MNEA (social workers)	Art III, Sec B	RASW shall have uncensored use of mailboxes, e-mail and other communication systems for communicating with bargaining unit members... RASW may use the District's e-mail accounts to direct members to other RASW-sanctioned websites, such as the RASW website... RASW may use District facilities for Association meetings...	
Rockwood School District	MNEA (teachers)	Art XVI, Sec F	The RNEA shall have uncensored use of mailboxes, email and other communication systems for communicating with bargaining unit members... The RNEA may use the District's email accounts to direct members to other RNEA-sanctioned websites, such as the RNEA web site and other related communication tools, for all official RNEA business...	
Rockwood School District	Teamsters Local 610 (bus drivers)	Art 23, Sec 1	The Union shall have the right to make use of a glass-enclosed bulletin board at each location. The bulletin boards at each location shall be for the exclusive use of the Union to post materials...	
Special School District of St. Louis County	MNEA (special education support staff)	Art 5, Secs 5.3-5.5	Representatives and/or building representatives of the Association shall be permitted to transact official Association business on District property... The Association acknowledges that the District owns and is therefore responsible for all copiers, communications equipment/services, and audio/visual equipment in District Buildings... the District grants the Association permission to use said equipment/facilities... The Association shall be permitted to use the inter-school mail facilities and school mailboxes... and will be assigned one voice mailbox... information may be posted in the District worksite's lunchroom/lounge or restroom.	
Special School District of St. Louis County	MNEA (special education)	Art 5, Secs 5.3-5.4	Representatives and/or building representatives of the Association shall be permitted to transact official Association business on school property... The Association acknowledges that the District owns and is therefore responsible for all copiers, communications equipment/services, and audio/visual equipment in District Buildings... the District grants the Association permission to use said equipment/facilities...	

Public Body	Union	Provision	Provision Text	Notes
Special School District of St. Louis County	MNEA (teachers)	Art 5, Secs 5.3 and 5.7	The Association and/or building representative of the association shall be permitted to conduct official Association business on school property. The Association acknowledges that the District owns and is therefore responsible for all copiers, communications equipment/services, and audio/visual equipment in District buildings... the District grants the Association permission to use said equipment/services... The SDNEA President shall be assigned a mailbox, an email address, a voicemail number, and a folder on the District's electronic communication system, to be used for District and/or Association communication...	
Special School District of St. Louis County	MNEA (visual language specialists)	Art 5, Secs 5.3-5.4	Representatives and/or building representatives of the Association shall be permitted to transact official Association business on school property... The Association acknowledges that the District owns and is therefore responsible for all copiers, communications equipment/services, and audio/visual equipment in District Buildings... the District grants the Association permission to use said equipment/facilities...	
Special School District of St. Louis County	Teamsters Local 610 (maintenance)	Art 16, Sec A	The Union shall have the right to post union notices on bulletin boards provided by the District at or near the department office.	
Special School District of St. Louis County	Teamsters Local 610 (transportation)	Art 16, Sec A	The Union shall have the right to post union notices on bulletin boards provided by the District [for] <i>the sole use of Union business</i> at or near the department office.	Emphasis in original.
Springfield Public Schools	MNEA (administrative assistants)	Art 5, Secs 5 and 8-10	The Association may send an email monthly to notify new employees of the opportunity to join the Association... The Association shall be granted a common space(s) within each District building, where Bargaining Unit employees are regularly assigned to work, for the placement of a bulletin board... As the exclusive representative of employees within SPS, no other competing organization shall be permitted to have a bulletin board that exceeds the size of the Association's bulletin board, nor post materials on the Association's bulletin board... The Association shall have the right to use school mailboxes and the intra-district mail service for the distribution of materials to the Bargaining Unit... The Association, through its President or designee, may use the District email system to communicate with Bargaining Unit employees...	
Springfield Public Schools	MNEA (facility services)	Art 5, Secs 5 and 8-10	The Association may send an email monthly to notify new employees of the opportunity to join the Association... The Association shall be granted a common space(s) within each District building, where Bargaining Unit employees are regularly assigned to work, for the placement of a bulletin board... The Association may use an existing bulletin board provided it is agreeable to the District and the Association... As the exclusive representative of employees within SPS, no other competing organization shall be permitted to have a bulletin board that exceeds the size of the Association's bulletin board, nor post materials on the Association's bulletin board... The Association shall have the right to use school mailboxes and the intra-district mail service for the distribution of materials to the Bargaining Unit... The Association, through its President or designee, may use the District email system to communicate with Bargaining Unit employees...	
Springfield Public Schools	MNEA (IT services)	Art 5, Secs 5 and 8-10	The Association may send an email monthly to notify new employees of the opportunity to join the Association... The Association shall be granted a common space(s) within each District building, where Bargaining Unit employees are regularly assigned to work, for the placement of a bulletin board... The Association may use an existing bulletin board provided it is agreeable to the District and the Association... As the exclusive representative of employees within SPS, no other competing organization shall be permitted to have a bulletin board that exceeds the size of the Association's bulletin board, nor post materials on the Association's bulletin board... The Association shall have the right to use school mailboxes and the intra-district mail service for the distribution of materials to the Bargaining Unit... The Association, through its President or designee, may use the District email system to notify Bargaining Unit members of bargaining unit meetings.	

Public Body	Union	Provision	Provision Text	Notes
Springfield Public Schools	MNEA (nurses)	Art 5, Secs 5 and 8-10	The Association may send an email monthly to notify new employees of the opportunity to join the Association... The Association shall be granted a common space(s) within each District building, where Bargaining Unit employees are regularly assigned to work, for the placement of a bulletin board... The Association may use an existing bulletin board provided it is agreeable to the District and the Association... As the exclusive representative of employees within SPS, no other competing organization shall be permitted to have a bulletin board that exceeds the size of the Association's bulletin board, nor post materials on the Association's bulletin board... The Association shall have the right to use school mailboxes and the intra-district mail service for the distribution of materials to the Bargaining Unit... The Association, through its President or designee, may use the District email system to communicate with Bargaining Unit employees...	
Springfield Public Schools	MNEA (nutrition services)	Art 5, Secs 5 and 8-10	The Association may send an email monthly to notify new employees of the opportunity to join the Association... The Association shall be granted a common space(s) within each District building, where Bargaining Unit employees are regularly assigned to work, for the placement of a bulletin board... The Association may use an existing bulletin board provided it is agreeable to the District and the Association... As the exclusive representative of employees within SPS, no other competing organization shall be permitted to have a bulletin board that exceeds the size of the Association's bulletin board, nor post materials on the Association's bulletin board... The Association shall have the right to use school mailboxes and the intra-district mail service for the distribution of materials to the Bargaining Unit... The Association, through its President or designee, may use the District email system to communicate with Bargaining Unit employees...	
Springfield Public Schools	MNEA (specialized instructional personnel)	Art 5, Secs 5 and 8-10	The Association may send an email monthly to notify new employees of the opportunity to join the Association... The Association shall be granted a common space(s) within each District building, where Bargaining Unit employees are regularly assigned to work, for the placement of a bulletin board... The Association may use an existing bulletin board provided it is agreeable to the District and the Association... As the exclusive representative of employees within SPS, no other competing organization shall be permitted to have a bulletin board that exceeds the size of the Association's bulletin board, nor post materials on the Association's bulletin board... The Association shall have the right to use school mailboxes and the intra-district mail service for the distribution of materials to the Bargaining Unit... The Association, through its President or designee, may use the District email system to communicate with Bargaining Unit employees...	
Springfield Public Schools	MNEA (support staff)	Art 5, Secs 5 and 8-10	The Association may send an email monthly to notify new employees of the opportunity to join the Association... The Association shall be granted a common space(s) within each District building, where Bargaining Unit employees are regularly assigned to work, for the placement of a bulletin board... The Association may use an existing bulletin board provided it is agreeable to the District and the Association... As the exclusive representative of employees within SPS, no other competing organization shall be permitted to have a bulletin board that exceeds the size of the Association's bulletin board, nor post materials on the Association's bulletin board... The Association shall have the right to use school mailboxes and the intra-district mail service for the distribution of materials to the Bargaining Unit... The Association, through its President or designee, may use the District email system to communicate with Bargaining Unit employees...	
Springfield Public Schools	MNEA (teachers)	Art 5, Secs 5 and 8-10	The Association may send an email monthly to notify new employees of the opportunity to join the Association... The Association shall be granted a common space(s) within each District building, where Bargaining Unit employees are regularly assigned to work, for the placement of a bulletin board... The Association may use an existing bulletin board provided it is agreeable to the District and the Association... As the exclusive representative of employees within SPS, no other competing organization shall be permitted to have a bulletin board that exceeds the size of the Association's bulletin board, nor post materials on the Association's bulletin board... The Association shall have the right to use school mailboxes and the intra-district mail service for the distribution of materials to the Bargaining Unit... The Association, through its President or designee, may use the District email system to communicate with Bargaining Unit employees...	
Springfield Public Schools	Teamsters Local 245 (transportation)	Art 8, Sec 6	The District will designate wall space in the transportation facilities which may be used by the Union to place a bulletin board to post notices and information for unit employees.	

Public Body	Union	Provision	Provision Text	Notes
St. Charles Community College	SEIU Local 1 (adjunct faculty)	Art VI	The Union by duly authorized and designated representatives, may use the inter-campus mail and campus email to distribute to Part-Time Faculty any literature or written communications authorized by the Union...	
St. Joseph School District	MNEA (building and trades)	Art IV, Sec 4.4	The building principal will designate, within each school building, a bulletin board located in a custodial or maintenance workroom or lunchroom for Association use... The officers of the St. Joseph Buildings and Trades may deliver and receive materials through the inter-school mail service, including but not limited to mailboxes, and it may place notices, circulars, and materials relevant to organization business.	
St. Joseph School District	MNEA (nutrition services)	Art IV, Sec 4.4	The building principal will designate, within each school building, a bulletin board located in a custodial or maintenance workroom or lunchroom for Association use... The officers of the St. Joseph NEA Nutrition Food Services may deliver and receive materials through the inter-school mail service, including but not limited to mailboxes, and it may place notices, circulars and materials relevant to organization business.	
St. Louis Community College	AFT Missouri, Local 3506 (office and technical staff)	Art I, Sec 5 and Art IV	The College will provide one office space for the Union at a campus to which the President of the Union is assigned... The Union may use the College internal mail service, email communications and staff mailboxes for appropriate communication to bargaining unit members.	
St. Louis Community College	MNEA (faculty)	Art II, Secs A-C and F	The Association and its representatives shall have the right to make use of College campus buildings and facilities... The College... is authorized to charge for all added costs above those of normal operations... The College shall provide a glass enclosed bulletin board on each campus, exclusively for the use of the Association... The College will also provide space on an electronic bulletin board provided such technology is available... The Association may use the College internal mail service, email communications and faculty mailboxes... The College will provide one office space for the Association at a campus to which the President of the Association is assigned...	
St. Louis Community College	MNEA (professional employees)	Arts III and VI	[The union] shall have the right to make use of College campus buildings and facilities... College is authorized to charge for all added costs above those of normal operations... The Bargaining Unit may use the College internal mail service, email communications and mailboxes for bargaining unit communications... The College will provide one office space for the Bargaining Unit at the primary location to which the President of the Bargaining Unit is assigned... The College will provide the bargaining unit electronic site space to be used as an electronic bulletin board. The bargaining unit may post official notices and bulletins including meetings, events, elections and election results, appointments of officers, or other matters relating to the bargaining unit...	
St. Louis Community College	SEIU Local 1 (adjunct faculty)	Art 5, Secs 1-3 and 6	The Union and its representatives shall have the right to make use of College campus buildings and facilities... The College... is authorized to charge for all added costs above those of normal operations... The College will provide for the Union's use space on an electronic bulletin board... The Union may use the College internal mail service, email communications and employee mailboxes... The College will provide one office space for the Union at a campus to which the Chief Steward is assigned...	
St. Louis Public Schools	AFT Missouri, Local 420	Art VI, Secs A and G	The Union shall have the right to email or otherwise electronically communicate with employees of the Board individually or as a group... All Union literature and notices can be distributed by hard copy or electronic transmission, including email... The Union shall be provided adequate bulletin board space in a place readily accessible to and normally frequented by all employees for the posting of the following... Meeting notices and information concerning the internal functioning of the Union... The Union shall have the right to place literature and notices in the physical or email mailboxes of employees... Communications from other organizations which do not purport to represent the employees referred to in this MOU may also be placed in the employees' mailboxes...	Provides that other organizations may place information in employee mailboxes.

Public Body	Union	Provision	Provision Text	Notes
St. Louis Public Schools	LiUNA Local 42 (custodial)	Art 23, Secs 23.1-23.2	The Union shall be provided adequate bulletin board space in a place readily accessible to and normally frequented by all employees... The Union shall have the right to place literature and notices in the physical or email mailboxes of employees... Communications from other organizations which do not purport to represent the employees referred to in this Policy Statement may also be placed in the employees' mailboxes...	Provides that other organizations may place information in employee mailboxes.
St. Louis Public Schools	MNEA (nurses)	Art VI, Sec G	The Association will be provided with bulletin board space in a place readily accessible to, and normally frequented by School Nurses, for the purpose of posting Association literature at each worksite... The Association shall also have the right to place Association literature in the school mailboxes of School Nurses.	
University City School District	AFT Missouri, Local 3179 (support staff)	Art 4040, Secs 5-7	Duly authorized officers and representatives of the Union shall also be permitted to enter the District premises prior to 8:00 a.m. and after 4:00 p.m. for the purpose of Union business... The Union may post Union related notices and bulletins on those bulletin boards designated by the District as Custodial/Maintenance employee's bulletin boards in each work location... The school mail system may be used to facilitate the dissemination of officially identified Union material...	
University City School District	MNEA (teachers)	Art 4020, Sec 5	The time immediately after school (4:00 p.m. to 6:00 p.m.) on the second and fourth Wednesday of each month is reserved exclusively for professional organizational meetings... the UCEA will provide District and building administrators with copies of UCEA general distribution flyers, as they are distributed.	
Webster Groves School District	MNEA	Sec 3.4	The WGNEA shall have use of mailboxes, email, and other communication systems for communicating with bargaining unit members... The WGNEA may use the District's email accounts to direct members to other Union-sanctioned websites, such as the WGNEA website and other related communication tools; and for all official Union business... The WGNEA may use District classrooms for Union business and meetings... The WGNEA shall be granted space within each District building, where Employees are regularly assigned to work, for the placement of one bulletin board, in each school building... The Union representative shall have the right of reasonable access to District facilities, including teacher mailboxes, to contact Employees and transact Union matters.	
Wentzville School District	AFT Missouri, Local 4894 (support staff)	Art IV, Secs A and E	The Federation may conduct meetings on campus for bargaining unit employees... The Federation may use District equipment including computers, fax, voice mail, duplicating or printing equipment, binding equipment, calculating machines, and audio-visual equipment... The Federation may use intra-District mail... The Federation shall be provided with a bulletin board in each building... the Federation shall have the right to distribute literature and notices to employees in the workplace...	
Wentzville School District	MNEA (counselors)	Art I, Sec D	The Association has the right to use District facilities for committee, general, or building meetings... The Association may distribute information to members in district mailboxes... The Association will be provided with a bulletin board in a mutual agreeable area in each building... The Association may use District equipment including computers, fax, voice mail, duplicating or printing equipment, and audio-visual equipment, at reasonable times when such equipment is not in use. The Association may use intra-district mail.	
Wentzville School District	MNEA (nurses)	Art I, Sec D	The Association has the right to use District facilities for committee, general, or building meetings... The Association may distribute information to members in district mailboxes... The Association will be provided with a bulletin board in a mutual agreeable area in each building... The Association may use District equipment including computers, fax, voice mail, duplicating or printing equipment, and audio-visual equipment... The Association may use intra-district mail.	
Wentzville School District	MNEA (teachers)	Art I, Sec F	The Association has the right to use District facilities for committee, general, or building meetings... The Association may distribute information to members in District mailboxes... The Association will be provided with a bulletin board in a mutually agreeable area in each building... The Association may use District equipment... The Association may use intra-District mail.	
West Plains School District	MNEA (transportation)	Art 2, Secs 3-4	The Association shall be granted space at the Bus Office, where Bargaining Unit employees are regularly assigned to work, for the placement of one (1) bulletin board... The Association may use an existing bulletin board provided it is agreeable to the District and the Association... The Association shall have the right to use school mailboxes and the in-district mail service for the distribution of materials to the Bargaining Unit.	

Public Body	Union	Provision	Provision Text	Notes
Winfield School District	MNEA (transportation)	Sec 13	The WTD-NEA may place information in the mailboxes belonging to bargaining unit members...	



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