



181ST

ANNUAL MEETING OF DELEGATES

MAY 8-9

Hynes Convention Center - Boston, MA

NBI 01

2026 FORM FOR NEW BUSINESS ITEMS

| NBI Name | | | Date and Time |
|--|--------------|-----------------------------|---|
| Direct MTA Leadership to Establish a Committee on Union Leadership Service and Retirement Security | | | 3/9/2026 14:02 |
| Delegate Making the Motion | Cell | Email | Association Represented or Retired |
| David Patrick | 508-241-4840 | breavicepresident@gmail.com | Bridgewater-Raynham Education Association |
| Delegate Seconding the Motion | Cell | Email | Association Represented or Retired |
| Ashley Mallard | 508-272-2329 | ashleymallard12@gmail.com | Bridgewater-Raynham Education Association |

According to the MTA Standing/Special Rules: With the exception of items on the agenda, all substantive motions shall be submitted in writing to the Presiding Officer.

MOTION

MOVED:

Direct MTA Leadership to establish a committee to research and report on ways the MTA can better support the retirement security of members who serve in leadership roles within local associations. The committee shall explore and make recommendations regarding potential legislative, contractual, or organizational strategies including, but not limited to: The feasibility of allowing stipends received for union leadership service to count toward Massachusetts Teachers' Retirement System (MTRS) retirement calculations; Opportunities to expand retirement savings options or supplemental retirement planning for members serving in leadership roles; Possible legislative or policy changes that would recognize union leadership service as pensionable or otherwise retirement-eligible work; Best practices from other state affiliates or labor organizations that provide retirement protections or benefits for union leadership service. The committee shall report its findings and recommendations to the MTA Board of Directors and the Annual Meeting of Delegates.

SUBMITTER'S RATIONALE:

Local association leaders play a critical role in advocating for educators, protecting collective bargaining rights, and strengthening public education across the Commonwealth. These responsibilities often require significant time, energy, and professional commitment beyond an educator's normal duties. While many local leaders receive modest stipends for their service, these stipends do not count toward retirement calculations within the Massachusetts Teachers' Retirement System (MTRS). As a result, members who dedicate years of service to union leadership may receive little or no retirement benefit for this work, despite the substantial contributions they make to their colleagues, their profession, and

students throughout the state of Massachusetts. By establishing a committee to research this issue, the Massachusetts Teachers Association can examine ways to better recognize and support union leadership service. This includes exploring whether stipends could be made pensionable, identifying supplemental retirement strategies for leaders, and reviewing legislative or policy options that may provide greater retirement security. Providing meaningful retirement recognition for union leadership service would promote fairness, encourage member participation in leadership roles, and strengthen the long-term capacity of our union.

SUBMITTER'S COST & STAFF TIME ESTIMATE:

\$0; Unknown

DUES IMPACT **(For MTA use only):**

\$0

MTA COST & STAFF TIME ESTIMATE **(For MTA use only):**

\$0, 40 hours