

Early Enrollment FAQs

Who is eligible for Early Enrollment?

Early Enrollment eligibility has been expanded to include any individual who has never been a member of their *current* local. Eligible individuals may be NH-OBUMs or OBUMs, provided they:

- Have no prior non-voided membership in their current local
- Are not in collections
- Have a payment plan set up to address any outstanding balance from a prior local.

What if a NH-OBUM wants to participate in Early Enrollment but they have a balance from previous membership?

They can still take advantage of Early Enrollment. However, they must be on a payment plan during the Early Enrollment period. Auto-pay is not required, but it is highly encouraged.

Can Early Enrollment applications be entered prior to April 1st?

Yes. An Application for someone who is Early Enrollment eligible that is entered before March 13th will have to indicate an April 2024 start date. An application that is entered on or after March 13th will automatically have an April 2024 start date.

Can an eligible Early Enrollment candidate who joined before Early Enrollment still take advantage of the program?

Yes. The membership department can retroactively enroll a previously eligible member into the Early Enrollment program for those who joined Feb. 1st, 2024 or later. Their membership will not activate until April 1st, 2024. The member must be informed of the April 1st start date. They will not have access to the Early Enrollee benefits until April 1st.

What if a potential member is not on the 422D1 or 422R5 reports?

Request a new list from the district. In the meantime, ask the potential member if they have worked in the district and, if so, did they belong to their local. Work with field staff to ensure that all received Early Enrollment applications are double checked for eligibility. Keep in mind that some potential members may have been a member of the local previously, and are not eligible.

What happens if a member joins under the Early Enrollment program but had previous membership in another district/local?

The 2024 Early Enrollment eligibility allows prior members to join if they've had previous membership in a different local. They are not eligible for Early Enrollment if their prior membership was in their current local.

What if an Early Enrollment Candidate has been a member in another state and wants to participate in the Early Enrollment Program?

Prior NEA membership is no longer a barrier to joining under Early Enrollment.

Why are there OBUMs on the 422R5 report?

Some OBUMs are former fee-payers. Since they have never been NEA/MEA members they are eligible to participate in the Early Enrollment program.

Other OBUMs are prior members who had their membership voided because their membership was only for a very short period of time, oftentimes less than a month. These OBUMs are also eligible for Early Enrollment.

Are Early Enrollees entitled to all the benefits of membership?

Early Enrollees enjoy many of the benefits of MEA and NEA membership, including the \$1 million professional liability insurance. These benefits begin on April 1st. However, they do not receive the NEA Complimentary Life Insurance or NEA Introductory Life Insurance until they are dues-paying members in September 2024. Running for elected positions and voting rights within each local are subject to a Local's Constitution and By-Laws.

Does Early Enrollment work the same for LBL locals?

Yes. Per the program parameters locals cannot charge local dues for Early Enrollees during the months of April-August. Please reach out if you need any assistance with this.