

# "The Four Ps"

## For Recruitment Dialogue

### 1. POWER

Our goal is to build the power of the local association so we can win real improvements in salaries, benefits, and working conditions. We build power by growing membership and engaging and mobilizing those members in collective action efforts.

### 2. PROTECTION

If a TSTA member has a work-related concern, they can call TSTA, receive advice and legal representation when necessary. TSTA members never pay out of pocket (beyond their membership dues) for legal representation regarding work-related issues.\* For non-work related issues such as wills and estates, family law, and criminal law, TSTA also has an attorney referral program where members can access two 30-minute consultations for free per membership year: [https://www.tsta.org/for\\_members/attorney-referral-program/](https://www.tsta.org/for_members/attorney-referral-program/)

*\*These benefits become active after thirty days of membership.*

### 3. PROFESSIONALISM

TSTA provides leadership training and hosts a number of professional development training sessions. Trainings include: "Know Your Rights", "Chapter 37 of the Texas Education Code", Racial and Social Justice, Classroom Management...and more. Through NEA, members can access hundreds of professional development resources and lesson plans.

### 4. POCKET BOOK

As a TSTA member you are also a member of the 3-million-member-strong National Education Association (NEA). One out of every 100 Americans is a member of NEA. NEA Member Benefits offers many discount programs to help members save money on shopping, hotels and rental cars, insurance, and much more: [www.neamb.com](http://www.neamb.com). Members can save hundreds of dollars a year.