

Building Rep... PR&R Rep... What's the Difference?

Building Reps are MEA members elected at each school building. The Building Representatives, along with the building-based PR&R Representatives, are the Association's grassroots, acting as the liaison between members and the Executive Board. Together with the officers of the Association, the Building Reps and the PR&R Reps make up the MEA's Executive Board, which is chaired by the MEA President(s).

Building Reps are responsible for the following:

- Hearing and communicating the concerns and needs of their building colleagues to the Association
- Communicating with building-based administration about staff concerns
- Representing members in disciplinary situations (along with PR&R Reps)
- Welcoming and assisting new LEA members at their schools
- Regularly checking with new LEA members during the school year to answer questions and provide information
- Participating in the recognition of retiring LEA members
- Assisting in the organization of LEA social functions
- Informing the Association of births, deaths and illnesses among LEA members at their schools
- Reporting MEA, MTA, and NEA information and activities to their buildings
- Informing members at their buildings of the benefits of membership in the LEA
- Running LEA elections at their buildings
- Polling the members at their buildings on particular issues or matters of interest and importance to the LEA
- Attending meetings of the Executive Board

The PR&R (Professional Rights and Responsibilities) Representatives are the "Guardians of the Contract." PR&R Reps, along with the President(s) and PR&R Chair, are responsible for assisting employees in the processing of individual grievances and for representing the MEA in the processing of class-action grievances.

A grievance is a formal process by which a member, or a class of members, seeks a remedy to a situation believed to be contrary to the contract between the MEA and the School Committee. PR&R has representatives from each school and are also welcome to attend Executive Board meetings. Along with the Building Representatives, the PR&R Representatives are the grassroots of the LEA and the members' liaison to the Association. They should be to whom contract-related issues and questions are first brought by members. Based upon the aforementioned role of each type of representative, members should contact their respective Building rep or PR&R Rep first with questions and issues, as they are the "frontline" of the Association.

* The text was adapted from the Lexington Education Association's website