

## What Can You Do?

### What now?

This bill's section concerning teacher unions (employee organizations) requires all unions that must recertify each year to include information verifying that they have at least 50% of eligible teachers paying union dues at the time of recertification. For USEP, that means no later than September 1, 2018.

In reviewing our records, it appears USEP needs to organize approximately 300 teachers by Sept. 1st to ensure we reach and exceed this 50 % threshold. In order to reach this goal, USEP has introduced our "50 for 50" campaign which focuses on organizing new instructional members and incentivizes both the USEP recruiter and the new member. The basics of this campaign are:

<u>Period of the Campaign:</u>	February 19th - May 4th
<u>Recruiter Incentive:</u>	\$20 for each member \$50 for 5-9 new members \$100 for 10+ new members
<u>New Member Incentive:</u>	\$50 incentive for joining

### Why USEP?

#### Why join now?

Regardless of how you feel USEP has represented your interests over the years, consider what salary, health insurance plans, working conditions, planning time, holidays, etc., you would have without a union contract! The state Legislature is essentially silencing your voice when it comes to your working life – is this something you really want? The union has gained many positive job improvements over the years and without the Union office and our representatives, you would be left **ON YOUR OWN** to argue for any number of job rights – transfers, compensation, a fully-paid health insurance plan, duty-free lunch and so many more items!!

So – now is the time to join your professional organization, the United School Employees of Pasco (USEP), to ensure your rights in your job and to help protect you in the event of student claims, administrator biases, etc.



### ARE YOU WILLING TO STAND UP FOR YOUR STUDENTS?

### ARE YOU WILLING TO STAND UP FOR PUBLIC EDUCATION?

### ARE YOU WILLING TO STAND UP FOR YOUR JOB?

Just days ago the Florida Legislature passed a law that targeted "Instructional personnel" unions. Other public employee unions that exist in our state – police, fire, state employees and education staff professionals – are all exempt from this law. It is an attack on teachers just when we need the support of our elected officials the most.

HB 7055 is a massive 200-page bill that will become law once signed by the governor. The section we're dealing with today is the two paragraphs in the law that require unions to annually submit the number of dues paying members along with the number of potential members to Public Employee Relations Commission (PERC) when we file papers to renew our union's certification as bargaining agent.

Our union is the target of this law because our membership level is below 50%. When our instructional unit falls below 50% of the bargaining unit membership our unit can be decertified and we could lose our right to bargain and our hard fought collectively bargained contract.

The law would require us to petition PERC for recertification and hold an election to win back our exclusive bargaining rights; otherwise, we will be decertified and lose our bargaining rights.

### CALL THE GOVERNOR'S OFFICE

### AND ASK HIM TO VETO

### CS/HB7055!!

850.488.7146 OR 850.717.933

# WHERE WOULD I BE WITHOUT THE UNION?

## WITH UNION

Contracted work hours and days  
Faculty voice/vote in Contract Waivers  
Duty Free lunch  
Protected planning time of 150 minutes  
Voluntary participation for activities outside contracted work day  
Established grievance process  
Grading flexibility by teacher within School Grading Policy  
Six Personal Leave days  
Sick Leave bank  
Leave of absence/return to same status without break in service  
Paid holidays  
Terminal leave pay  
Collective Bargaining  
Free Health Insurance plan option  
Representation/job defense  
"Front End" legal representation  
Free fingerprinting  
Elect Rx for prescription drugs (No/low cost 90 day prescriptions)  
Care Here Wellness centers (run through Insurance Committee)  
Water on busses for drivers  
Salary increases

## WITHOUT UNION

May be forced to work longer hours and days  
Special Programs/schedules forced on employees  
Eat while supervising students w/o free time  
No Protected planning time  
Activities may be required  
No grievance process/employee at the grace of employer  
May be forced to follow specific grading plan  
Limited/no leave  
No opportunity for extra days for sick leave  
No status protection  
Limited/no paid holidays at employer's whim  
No terminal leave  
Imposed language, programs and processes by employer  
Required employee contribution for health plans  
Self-representation  
No legal representation unless hired by employee  
Employee pays fees  
Limited/no prescription benefits, or employee contribution  
No wellness programs  
Restrictions at whim of employer  
Salaries set by employer/not negotiated