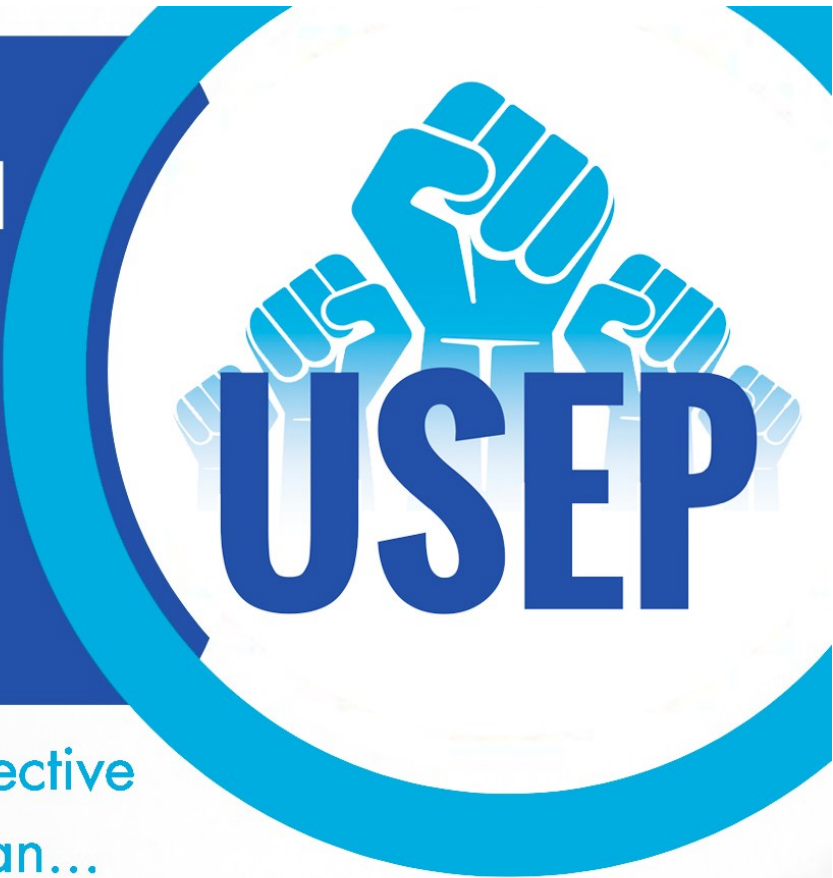


TALKING POINTS WHEN DISCUSSING DECERTIFICATION



Losing the contract and collective bargaining rights could mean...



INCREASED DUTY

The District has twice tried to move to a 6-period secondary schedule, but USEP defeated those proposals. What would schedules look like without contract language an a union to fight for you?



LOSS OF PLANNING

Already a concern year after year, without the union and contract enforcement, teachers could lose currently negotiated time to plan for lessons, assessments, and the like.



FORCED TRANSFERS

Forced transfers to fill vacancies has been sought after in legislation. USEP has fought this, and even fought to allow voluntary transfers to take place earlier to alleviate some of these vacancy concerns.



LOSS OF HEALTH INSURANCE

Not only has the union been able to maintain the free-to-the-employee health plan, we have kept insurances costs to minimal increases over time.



LOSS OF VOICE

Without your union and your contract, the School Board, District staff and Superintendent will make decisions on what *THEY* want without your input. Do you trust them to make good decisions?



STAGNANT WAGES / NO REFERENDUM

Without the union to bargain for salary increases, wages could become stagnant...or worse!
REMEMBER, IT WAS THE UNION WHO INITIALLY ADVOCATED FOR THE REFERNDUM FUNDS TO HELP WITH EMPLOYEE PAY!



LOSS OF JUST CAUSE

Without the ability to file grievances, true "Just Cause" becomes unenforceable. Decision-makers at the District and/or worksite level would be held to no accountability.



NO EQUITY

Without a contract or a union to enforce language, working conditions will reflect the will of the worksite administration, meaning **NO EQUITY ACROSS THE DISTRICT!**

IT'S SIMPLE: NO UNION, NO VOICE!
IT'S TIME TO STAND WITH YOUR COLLEAGUES AND JOIN. SCAN THE QR CODE!

