

Without , here is what is at stake!

- ★ **The Contract:**
No USEP contractual **safeguards**, making you become an **at-will employee!** The District decides what you do and when!
- ★ **Representation:**
No experienced on-the-job **member representation** when it is most needed!
- ★ **Increased Pay & Benefits:**
No negotiations or bargaining strength for **competitive salary proposals**.
- ★ **Healthcare:**
USEP **advocates for a free-to-the-employee health care option**. Through our representation, we have been able to keep to minimal insurance increases.
- ★ **Negotiated Rights:**
Extended day **without pay**, covering classes **without compensation**, **no duty-free lunches**, **planning time** or **recess breaks**.
- ★ **Collaboration:**
District decision-makers making **unilateral decisions without the union**, leading to unfair practices!
- ★ **Limited Meetings & Duties**
No limits on required meetings, professional development or extra duties. **This leads to the potential for lost pay!**
- ★ **Evaluation Challenge:**
No union involvement in the evaluation language or evaluation review process, meaning the District can do as they wish!
- ★ **Voice at the Table:**
Belonging to USEP gives you greater influence over the decisions that affect your career, your classroom, and your students!

Scan QR Code to Join USEP

