



WHY UNION? WHY MSEA?

Why are unions important?

Local government workers—teachers, police officers, and firefighters—have the highest union membership rate.

The median weekly earnings of union workers are 27% higher than non-union workers.

Roughly 84% of workers in unions have paid sick leave compared with 62% of nonunion workers.

More than 85% of union workers have jobs that provide health insurance benefits, but only 54% of nonunion workers do.

88% of workers in unions participate in pension plans versus 49% of nonunion workers. 77% of union workers have guaranteed pensions, compared with 17% of nonunion workers.

Educators like you want and need many of the same things—fair and equitable evaluations, reasonable class sizes and workload, adequate resources and professional development, a decent and safe working environment, and improved salaries and benefits. Your union—MSEA—is a democratic organization of school employees that fights to achieve these common goals so you and your students can be successful.

Our 70,000 members raise the volume on the public education issues that matter most to you and your colleagues. It is MSEA—and only MSEA—that protects and defends educators in the classroom, workplace, and in the offices of the lawmakers who make decisions that affect you, your job, your students, and your school. We help empower educators by organizing and mobilizing teachers, education support professionals, and communities around the roadblocks to student and teacher success—like the achievement gaps, poorly implemented school reforms, and the privatization of important services that keep schools running safely and efficiently.

Your Profession—Your Voice

MSEA's members are considered the most influential employees in Maryland for good reason—our input is respected and solicited on the important issues that define your job. MSEA leaders, local association leaders, school representatives in every building, and member activists make sure that educators' voices are driving the conversations around adequate and equitable school funding, small class sizes, a reasonable workload, fair evaluations, quality professional development, and the competitive salaries and benefits that will keep great educators in Maryland.

Whether in the local and national press or with state lawmakers, local administrators, and parents, President Betty Weller and MSEA leaders tirelessly advocate for public educators' interests by presenting a true picture of your challenges and expectations in the classroom and on the job.

MSEA Empowers You

Your priorities are our priorities. When members shared through anecdotes, surveys, and at meetings across the state that they needed help to successfully implement Common Core and new evaluation systems, MSEA listened and delivered. Our months-long effort to educate policymakers, parents, and the press and our advocacy for common sense solutions resulted in new laws. Now, test scores cannot be used in evaluations until at least 2016-17, and a new workgroup—with strong educator representation—will convene to address a wide range of implementation problems.

We're also the state's strongest advocate when it comes to one of educators' perennial concerns—school funding. In 2011, when students faced more than \$2.6 billion in cuts to local education funding due to loopholes in state law, MSEA members took the lead in the successful fight to close

the loopholes and fully fund Maryland schools. And in 2002, MSEA helped pass the landmark Thornton Act that resulted in dramatic new investments in education while ensuring that local school funding is fair and keeps up with rising costs. Now MSEA is on the frontlines working for a Thornton 2 commission to examine the adequacy of current funding levels and ensure that the resources are there to help all students and educators succeed.

Whether it's funding, evaluations, school safety, special education, privatization of services, or worker rights, MSEA makes sure that educators' voices are heard.

Why join MSEA? Unions like MSEA were created to empower employees like you, providing strength in numbers and a greater voice in the workplace. We work from the ground up to mobilize around member concerns and to make a difference in your career. Through our members' continuous and focused activism, MSEA has made a difference for nearly 150 years.

Behind every MSEA member comes the support and organization of 70,000 MSEA and 3 million NEA members. See for yourself how MSEA membership benefits Maryland educators on and off the job.

Your goal is to make a difference in the lives of children—our goal is to make sure you can.

Without MSEA, you're on your own. As a member, you know that 70,000 members and MSEA have your back. Learn more about MSEA and how you can support your profession—visit marylandeducators.org, or ask your school representative.

MSEA MEMBERS	NON-MEMBERS
Voting rights to approve or disapprove your employment contract.	No vote on critical issues that directly impact your earnings, working conditions, and profession.
Professional representation from attorneys and MSEA's highly trained UniServ Directors for workplace issues at the school and/or board of education level.	No legal services or protection and no professional representation for workplace issues.
\$1,000,000 liability insurance per incident.	No insurance coverage to protect you from false accusations.
Your voice is added to MSEA's 70,000—and NEA's 3 million—members to influence local, state, and national policy and programs.	Individuals acting alone face enormous obstacles to impacting policy and programs at any level.
Free resources and services include leadership and professional development trainings and exclusive print and online publications.	The extensive member resources of the world's largest professional association are not available to you.
Exclusive savings on auto and home insurance, life insurance programs (a \$15,000 policy is included your first year), credit cards, and investment programs.	You pay full price.



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MSEA is the 70,000-member Maryland affiliate of the National Education Association, which represents 3 million education employees across the country. MSEA is the state's largest professional employee organization. Members include elementary and secondary teachers, education support professionals, certificated specialists, school administrators, retired educators, higher education faculty, and students preparing to become members. MSEA supports 39 local affiliated associations throughout Maryland.

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