

So what will my union still do for me?

Under the proposed legislation unions will annually need to apply for certification. Secondly, unions will need to coordinate employee membership. Below is an introductory interpretation of what is known so far, while more clarifications regarding implementation will evolve as the Budget Repair Bill takes effect.

Certified Districts	Non-Certified Districts
CAN negotiate for wages	CANNOT negotiate for wages, the district/school board decides how they want to pay employees.

I look at it as similar to insurance in that risks and benefits need to be weighed with regards to the dues/expenses paid. For example, when looking at home or auto insurance a decision is made about paying for insurance coverage versus paying out-of-pocket expenses in regards to an individuals willingness to assume risk.

Kurt Prien – HSEA member

Union Member	Non-union Member
<p>HSEA/BLUE at local level Right to representation in disputes regarding negotiated items and other school board/ administrative interpretations:</p> <ul style="list-style-type: none"> • Wages • Civil Service Provisions: termination discrimination and workplace safety • Family and Medical Leave questions/interpretation • Professional Development Plan concerns/help • Weingarten Rights – union rep at meetings with administration concerning disciplinary action • Enforce district handbook policy issues <p>WEAC at state level support</p> <ul style="list-style-type: none"> • Coordinates local UNISERV's • Lobby on your behalf while you are working • Work to protect the retirement fund • Organize rallies • Coordinate dues payments via EFT (electronic fund transfer) since districts can't deduct • WEA Trust member products: home and auto insurance, etc.. • Legal representation including on matters related to unemployment, hearings before the school board, discrimination, Family and Medical Leave, and other employment related issues. <p>NEA at the national level support</p> <ul style="list-style-type: none"> • Subsidizes UNISERV director positions • Coordinates multi-state UNISERV support when major issues arise • Lobby on your behalf while you are working • Provides us \$1 mil in liability and legal coverage 	<p>HSEA/BLUE at local level Right to representation in disputes regarding negotiated contract items:</p> <ul style="list-style-type: none"> • Wages