



# "What Has My Union Done For Me?"

## Wages and Compensation

- Consistent Wage Increases and Fair Compensation for the past 8 years.
- Step and Range Scale for Classified Staff.
- Longevity Pay for Classified and Security staff.
- 2.75% Lump Sum Bonus in December of 2022.
- 2.5% Lump Sum Bonus in May of 2023.
- Premium Pay for staff at Gateway, Wells, Bryant and Sowers.
- Classroom Supervision Pay for Paraeducators (additional \$5/hour for specified supervisory duties.)
- Education Pay for Security Unit.
- Vacation Time.
- Holiday Pay.
- Sick Leave.
- Severance Pay.
- Personal Business Days.
- Catastrophic Benefit Pool.

## Benefits

- Unchanging insurance prices for the past 5 years.
- Career Ladders for Paraeducators, Health Room Assistants, Nutrition Services and the Security Unit.
- Disciplinary Representation and assistance with filing grievances.
- Members Only Benefits offered at SEIUMB.com.
- Access to Mario's Pantry with the United Way.
- Assistance with the Friendship Fund.
- Uniform Allowances for Nutrition Services and the Security Unit (including optional bullet proof vests.)
- Union hall can be rented at discounted rate (Members Only.)
- \$3,000 Death & Dismemberment Insurance with American Income Life (Members Only.)
- Union hall to serve as a private space for union business where employer doesn't have a watchful eye.

## Workplace Protections

- Grievance Procedures and Union Representation.
- Enforced Breaks and Lunch Periods.
- Parental and Adoptive Leave.
- Serves as your recognized legal representation.
- Protection from harassment and disparate treatment.
- No-Strike, No-Lockout Clause guaranteeing consistent work.
- Legislative Lobbying to improve school funding and work conditions.
- Non-Disciplinary Assistive Process to mitigate discipline regarding workplace improvements.

## Opportunities for Growth

- Professional Development Program for all Nutrition Service staff.
- Clerical Professional Growth Program for Clerical staff.
- Custodial Building Maintenance Program.
- Opportunities to engage in community building events.
- Student Teaching Paid Leave of Absence Program (2 Applicants per year.)

Dues are only 1.5% and have not increased since your first contract in 1973!

Scan to Join!



[Tinyurl.com/SEIU513](https://Tinyurl.com/SEIU513)

Learn more about your member benefits at SEIUMB.com

Joining is doing YOUR PART to ensure that all of these items remain in place!