



# Why UNION? Why MSEA?

## 5 Facts About Unions

1

One out of every 100 Marylanders is an MSEA member.

2

Research shows that collective bargaining adds an additional 5.4% over the first five years of a teacher's career.

3

Union membership is growing among younger workers. 55% of young adults 18-29 view unions favorably. Only 29% do not.

4

The union movement is now 54.3% professional and technical. Most of the 30+ fastest growing occupations are professional and related.

5

The highest unionization rates in 2014 were in education, training, and library occupations and protective service jobs.

Educators like you are committed to the success of every student. To help students, educators need reasonable class sizes and workloads, adequate resources and professional development, a decent and safe working environment, fair and sensible evaluations and testing policies, 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 71,000 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 advocates for 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, over-testing, 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—one out of every 100 Marylanders is an MSEA member. Our members and their families are the backbone of Maryland's middle class, working tirelessly to help our students and communities succeed.

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, reasonable workload and testing policies, fair evaluations, quality professional development, and the competitive salaries and benefits that will keep great educators in Maryland.

MSEA makes sure that you and your priorities are at the forefront of these conversations—helping you educate, organize, and mobilize your colleagues and community around policies that will lead to your students' success.

### MSEA Empowers You

Our job is to help you do yours. When members shared their widespread problems with the implementation of Common Core and new evaluation systems, as well as the ballooning amount of testing taking place, MSEA listened, organized, and delivered. We successfully advocated for new laws—including the creation of a statewide commission to recommend the elimination of redundant and unhelpful tests, and a moratorium on using test scores in evaluations until at least 2016-17. We also developed a range of new professional development trainings on Common Core and the increasingly important student learning objectives (SLOs).

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.

Sources: 2014 Bureau of Labor Statistics; Economics of Education Review; Pew Research Center



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Without MSEA, you're on your own. As a member, you know that 71,000 members and MSEA have your back. Learn more about MSEA and how you can support your profession—visit [marylandeducators.org](http://marylandeducators.org), or ask your school representative.

Today, MSEA remains on the frontlines, leading the coalition of parents, community members, and legislators who pushed back on Governor Hogan's attempt to cut school funding by \$144 million during his first year in office. Working with the legislature, we helped restore more than 90% of Gov. Hogan's cuts—though the governor has stubbornly refused to release \$68 million of the restored funding. Rest assured that MSEA will continue to be a strong advocate for the full, adequate, and equitable school funding that educators and students depend on and deserve.

**Why join MSEA?** Unions like ours 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 organize around member concerns and to make a difference in your career. Through our members' continuous and focused activism, MSEA has made a difference for 150 years.

Behind every MSEA member comes the support and organization of 71,000 MSEA and 3 million NEA members. See for yourself how MSEA membership benefits Maryland educators on and off the job.

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 71,000—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 71,000-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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