


Unions: Do They Make Cent\$?



Education and Training Programs

"Education is the most powerful weapon you can use to change the world."
- Nelson Mandela

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Educator

Susan Olson, BLS.HUM

- SPED Behavior Paraeducator & Zone 2 Director
- I love dogs!
- Unions make a difference in working conditions, wages and *respect* on the job. Collectively, we have more bargaining power. Unions not only improve our working conditions, they improve our lives.

Educator

Tom Krabbenhoft, MEd

- Manager Education and Training
- Drives an electric car
- Unions created a middle class and built the America we know and love. Unions can make America great again.

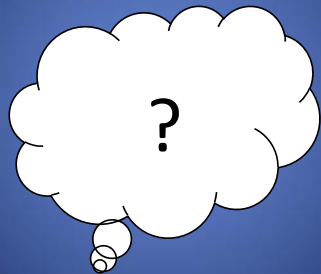
Union Bingo Rules

1. Cross off words you hear or see during the presentation that are on your card.
2. Must shout out, "Union Strong!" to win.

Why is this topic of interest to you?



What do you hope to learn?



Learning Objectives

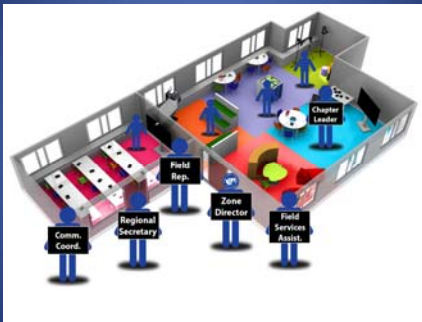
- ☁ Understand the zone structure of PSE.
- ☁ Know how to contact your PSE Zone Director.
- ☁ Understand and be able to communicate with members the financial impact of dues.
- ☁ You will have a actionable Plan of Action (POA) to implement what you have learned in this workshop in your (personal, professional, chapter).

How Our Union Operates

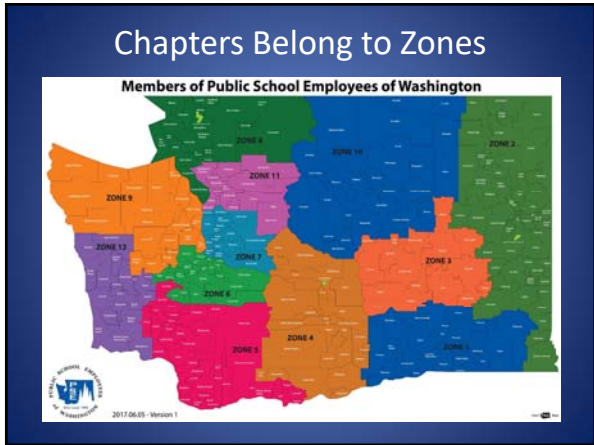
It all starts with members



Members Belong to Chapters

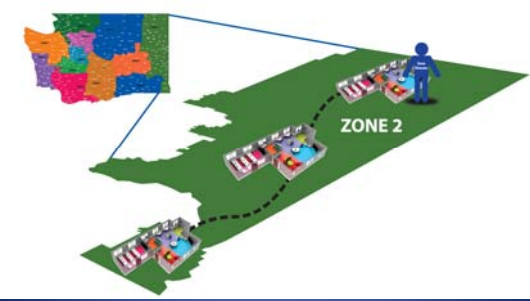




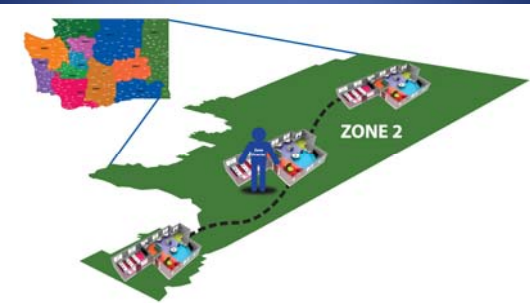




Zone Directors Support Chapters



Zone Directors Support Chapters



Zone Directors Support Chapters



Governance and Policy Oversight



Zone Directors

True or False?

Are Zone Directors Paid or Unpaid?

Answer: Unpaid. just like chapter leaders.

Zone Directors also...

- Support chapter leadership development.
- Support general member development.

Four State Officers Executive Board



Professional Staff

- Hired to work on behalf of members
 - Professional Expertise
 - Professional Experience
 - Part of the support system
- Run day to day operations
 - Field Services
 - Wages - Working Conditions - Benefits
 - Education and Training Programs
 - Membership, Communications, Legal, Accounting, IT
 - more...
- Staff can be former members but not always



PSE-SEIU 1948 – A Happy Family



As an affiliate of Service Employees International Union (SEIU):
PSE is still our own union – Member driven and focused
SEIU advises and informs us
Safety in Numbers
Access to greater resources

Question?



A Brief Union History



Your Union Inheritance

- Weekends
 - 40 Hour Work Week
- Gave Us Fair Wages and Relative Income Equality
- Standard Minimum Wage
- Equal Pay for Equal Work
- Helped End Child Labor
- Employer-Based Health Coverage
- The Family and Medical Leave Act
- Safe Working Conditions
 - Safety Regulation
- Overtime Pay
- Paid Vacations
- Leaves
- Sick Leave
- Military Leave
- Pensions
- Breaks at Work— Including Lunch

Can you list any more....?

Unions Work

- Union members on the average make higher wages than non-union members – by some accounts approximately **paid 30% more than non-union workers.**
- Most union members have job related healthcare coverage, according to some sources on average **92% of union members have job-related health care coverage versus 68% of non-union workers.**
- Union members are **more likely to have a retirement pension** than non-union workers are.
- **Union members have many other protections** through their collective bargaining agreement (CBA).
- Can you think of some more ways?

PSE Victories

- 2017: Passage of the Paraeducator Bill and Training Program (20 years).
- 2016: Preserved the \$780/month health care factor that pays for health insurance
- 2015: Fought to fully fund higher education collective bargaining agreements in Olympia, and retain and increase vital classified employee health insurance benefits.
- 2014: Members fought to pass I-1351 to decrease class sizes and increase student support in our schools.
- 2013: Achieved down-payment toward full state funding of public schools.
- 2012: Fought for fair and affordable health insurance for ALL school workers and their families.
- 2009-2010: Helped pass education reform legislation that calls for \$2.8 billion in additional investments
- through 2018 to provide more adequate, stable funding for classified jobs and services.
- 2010: Spearheaded approval of measure to allow for local negotiations of higher education collective bargaining agreements.
- 2008: Achieved victory for HJR 4204, simple majority passage of school levies.
- 2007-08: Improved state-funded classified staffing formulas for first time in 30 years.
- 1998: Passed bill that established the School Employee Retirement System (SERS), a pension benefit specifically for school support staff.

**Source: PSE New Member Booklet*

How much are PSE dues?

- 3.5%
- 2.3%
- 1.7%
- 1.0%
- 0.8%

Union Dues Do's and Don't Do's (humor folks)

Union Dues Do's

What your union dues pay for (partial list)

Bargaining Contracts

Contract Enforcement

State-Wide Operations and Staff

Grievances and Job Protection Efforts

Legislative Advocacy and Power Building

Local Chapter Rebates (5% of dues; funds convention delegates)

Governance – cost of travel, lodging, meals, stipend, expenses.



Union Dues Don't Do's

What your union does NOT pay for (partial list):

Zone Directors salary - Myth Chapter officer salary - Myth

Alcohol - Myth Union Officer Electoral Campaigns – Myth

Private Benefit of Union Member, Officer, Employee – Myth

A portion of dues are used to build political power supports legislators who support policies and legislation that advance or support public education and your right to collectively bargain with employers – TRUE!

Last year the Legislative Council contributed about the same amount to both major political parties – PSE is bi-partisan – TRUTH!

Questions?



References & Resources

Slide #23

1. U.S. Department of Labor, ["Fair Labor Standards Act of 1938: Maximum Struggle for a Minimum Wage"](#)
2. The Fair Labor Standards Act of 1938 (29U.S.C.A. § 201 et seq.)
3. The Uniformed Services Employment and Reemployment Act
4. SEIU.org
5. reuther.wayne.edu , Walter P. Reuther Library, Wayne State University (Largest Labor archives in North America).
6. afcio.org
7. afscme.org

Slide #24

1. [Unionplus.org/benefits](#)
2. [thinkprogress.org](#)
3. [Politifact.com](#)

Slide #25

1. Derived from the 2016 PSE *New Member Booklet*.

Feedback or Comments?

- Help improve your training programs via the training survey sent to you shortly (add @pseofwa.org to your safe senders list).
- Susan Olson – zone2director@pseofwa.org
- Tom Krabbenhoft, Manager of Education and Training, 253-876-7420, training@pseofwa.org

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