

# DOES PAYING DUES MAKE CENT\$?

The economic VALUE of full union membership dues to the average member and their family.

## Monthly Dues\*

\$32.49

Tangible  
Economic  
Values:

- Union vs. Non-Union Wages  
(Average 3.2% higher @ \$22,934.04/yr.)\*\*
- Value of paid holidays (10 days/year)\*\*\*
- Value of paid vacation (10 days/year)\*\*\*
- Value of paid sick leave (10 days/year)\*\*\*
- Value of K-12 Health Insurance Factor  
(or PEBB contribution for HE)

\$32.49



Total in comparison



## Monthly Benefits

\$59

\$73

\$73

\$73

\$780

\$1058.00

Intangible  
Economic  
Values:

- Value of bargained local increases
- Value of seniority rights
- Value of longevity pay
- Value of negotiated work conditions/process
- Value of representation and due process guaranteed  
(for when things go wrong with a new supervisor)

\$0-Priceless

\$0-Priceless

\$0-Priceless

\$0-Priceless

\$0-Priceless

\*Dues are 1.7% of gross pay. Average member pay is \$1,911.17. Average monthly PSE dues are \$32.49/mo. As of 5/1/2017.

\*\*Economic Policy Institute, "Right to Work", retrieved 2/2/17 from [www.epi.org/publication/right-to-work-michigan-economy/](http://www.epi.org/publication/right-to-work-michigan-economy/)

\*\*\* (Based on \$22,934.04/year/2080 hours @ 11.02/hr X 8 hours X10/12 mo.) = \$73.00

# Your Union Inheritance – paid for by union dues and sometimes lives

## Union Victories

- Equal Pay for Equal Work
- Helped End Child Labor
- Employer-Based Health Coverage
- The Family and Medical Leave Act
- Safe Working Conditions - Safety Regulation
- Pension Retirement Security
- Weekends - 40 Hour Work Week
- Standard Minimum Wage
- Overtime Pay
- Paid Vacations
- Sick Leave
- Breaks at Work—Including Lunch

## Public School Employees 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.
- 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.
- 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*