



## MAKING THE WORLD A BETTER PLACE

As a union member, you are part of a community dedicated to each other and to making the world a better place. The union's collective strength supports you — and you strengthen the union through your activism and community service.

NYSUT's democratic structure gives members a way to change the world for the better. As a grassroots activist, you can take part in local and statewide campaigns; advocate for and help elect quality candidates; shape legislation and policy; and advance the welfare of our communities.

The union is a powerful force for good. Whether you help with your union's community food drive ... disaster relief and rebuilding ... or a local mitten drive for children who have none, you're part of a union family dedicated to social justice.

NYSUT is a proud statewide leader in community and philanthropic causes, including walks to combat breast cancer and heart disease. In its inaugural year alone, NYSUT's First Book initiative provided more than 400,000 books — worth almost \$5 million — to children in need.



Your voice, your participation matter! BE the union



EARNINGS BY OCCUPATION, 2012 FULL-TIME WAGE AND SALARY WORKERS' MEDIAN WEEKLY EARNINGS	Union Median Weekly Earnings	Non-union Median Weekly Earnings	Non-union Annualized Loss in Pay
Health care support occupations	\$ 527	\$ 477	- \$ 2,600
Food preparation and serving-related occupations	\$ 509	\$ 405	- \$ 5,408
Building and grounds cleaning and maintenance occupations	\$ 621	\$ 440	- \$ 9,412
Personal care and service occupations	\$ 524	\$ 462	- \$ 3,224
Office and administrative support occupations	\$ 808	\$ 624	- \$ 9,568
Education, training and library occupations	\$ 1,050	\$ 814	- \$ 12,272
Health care practitioner and technical occupations	\$ 1,151	\$ 1,010	- \$ 7,332

Source: U.S. Bureau of Labor Statistics, *Union Members - 2012*, January 2013. Median weekly earnings of full-time wage and salary workers by union affiliation, occupation and industry, 2011-2012 annual averages.

*“The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old age pensions, government relief for the destitute and, above all, new wage levels that meant not mere survival, but a tolerable life. The captains of industry did not lead this transformation; they resisted it until they were overcome. When in the [1930s] the wave of union organization crested over our nation, it carried to secure shores not only itself but the whole society.”*

— Martin Luther King Jr.



Representing more than 600,000 professionals in education, human services and health care.

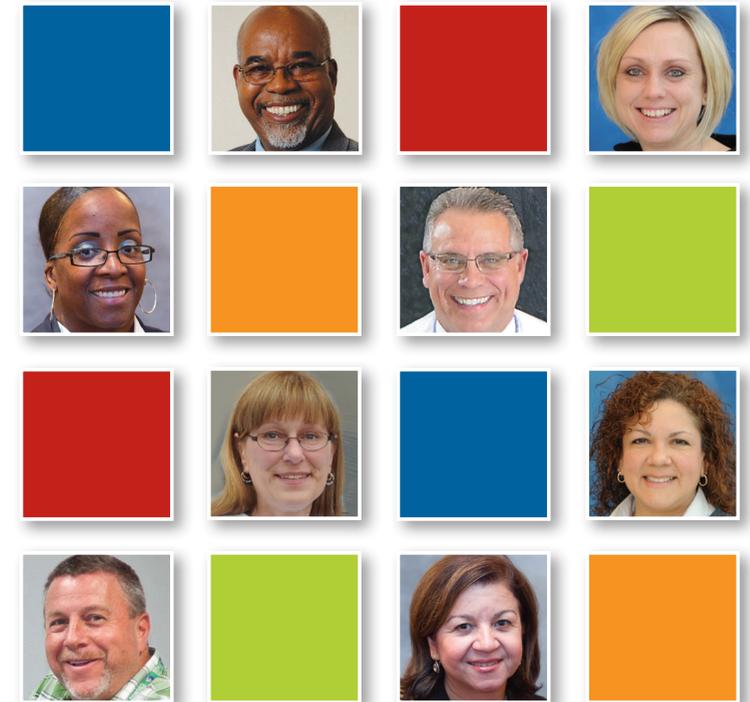
[www.nysut.org](http://www.nysut.org)

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## NYSUT membership: What it means for you



As a NYSUT member, you benefit economically and professionally from the collective strength of the union. As a NYSUT member, you help build the union's collective strength through activism and community service.

## \$ FOR YOUR WELL-BEING

### Salaries are higher when you're union.

The median weekly earnings of union workers are nearly 30 percent higher than non-union workers. The union's collective voice allows it to negotiate with employers, arriving at mutually beneficial agreements that fairly recognize the value of members' work.

### You are protected by a contract.

You have peace of mind knowing your salary, benefits and working conditions are established and defended.

### You have better access to comprehensive, affordable health care.

Union members typically have better access to health care coverage — including dental care, vision care and prescription drug benefits — than do non-union workers, along with lower out-of-pocket costs. Other benefits — paid leave and paid sick time — are a hallmark of unionized workplaces.

### Your rights to a secure retirement are defended.

Union members, because of their collective negotiating strength, are more likely to have pensions than non-union workers. The most recent statistics

show that 77 percent of union members qualify for defined-benefit pensions, compared to less than 20 percent of non-union workers. And unions actively defend Social Security and Medicare benefits for all workers.

### Strong unions raise the standard of living in our communities.

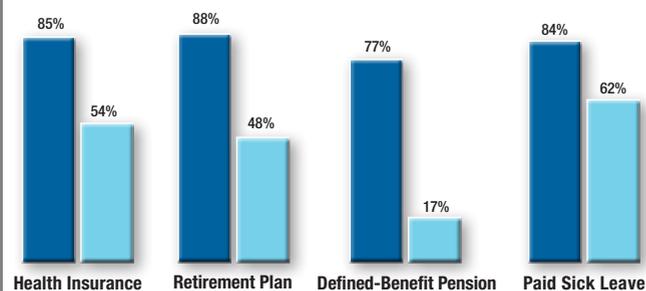
In states where unions flourish, the standard of living for all workers is improved. Where workers have the right to unionize, union pay and benefits lead the way, even as pay and benefits for all workers improve.

### You can access group discounts, insurance and other programs.

NYSUT members can take advantage of approximately 50 endorsed programs and services, including insurance plans and shopping and travel benefits, offered by NYSUT Member Benefits. Member Benefits monitors its programs, plans and services for quality and competitive pricing. Some offerings are also available for spouses/domestic partners of members, dependent children, dependent parents and grandparents.\*

## UNION WORKERS HAVE BETTER HEALTH AND RETIREMENT BENEFITS

Union Non-union



Source: BLS, National Compensation Survey: Employee Benefits in the United States, Sept. 2012, and March 2013.

## FOR YOUR PROFESSION

### The union gives you a strong voice at work.

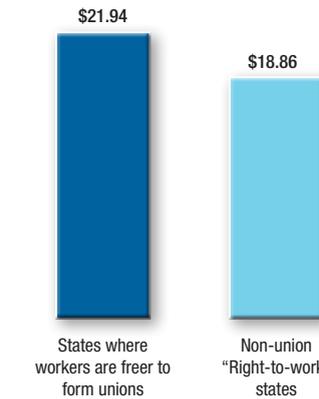
NYSUT defends high professional standards and respect for workers. When decisions affecting your profession are being made in Albany and Washington, D.C., NYSUT ensures your voice is heard. The union's advocacy, powered by grassroots member participation and expert legislative, legal and research staff, has a long track record of success in advancing the K-12, higher education, health care and human services professions.

### NYSUT strengthens workplace safety.

Whether the issue is indoor air quality, unsafe labor practices or exposure to hazardous chemicals and other toxins, NYSUT has a long and successful track record of improving workplaces and enhancing safety for its members.

## ALL WORKERS' WAGES ARE HIGHER IN STATES WHERE WORKERS HAVE UNION RIGHTS

Annual Hourly Earnings (Private Sector) 2010



Sources: U.S. Bureau of Labor Statistics; U.S. Census Bureau

## FOR YOUR RIGHTS

### You have an advocate by your side.

NYSUT labor relations specialists are skilled negotiators working to ensure that your rights are protected through the collective bargaining process. Your LRS works with your local's president to provide assistance before, during and after contract negotiations to maximize the impact of members' collective voices. And your LRS helps untangle problems or workplace concerns.

### A top legal staff defends your rights.

NYSUT's full-time staff attorneys, highly experienced in education, civil service and labor law, assist members with job-related issues, including certification, licensing and discipline. They go to court to protect the right to arbitrate grievances and enforce decisions made in your favor. This professional legal representation could otherwise cost you tens of thousands of dollars in private attorney legal fees; it is available to members at no cost. NYSUT's legal staff defends your rights up to the highest courts in the land.

## FOR YOUR FUTURE

### NYSUT cuts through red tape on your behalf.

The union helps you navigate workplace bureaucracies, whether it's assisting with a certification problem or helping you meet new requirements for your job. Pension experts offer workshops and help members address retirement system concerns.

### You are supported in your career.

Throughout your career, NYSUT offers continually expanding, high-quality professional learning opportunities. With workshops, training, research and grants, NYSUT provides resources to help advance your expertise on the job.

### The union offers peer-reviewed graduate education opportunities.

NYSUT's Education & Learning Trust provides quality courses for graduate

or in-service credit. Contact ELT at 800-528-6208 or find out more at [nysut.org/ELT](http://nysut.org/ELT).

### You can tap into specialized training.

Whether you're interested in safe patient handling, National Board Certification or on-the-job safety and health issues, NYSUT offers top-rate workshops and guidance.

### NYSUT connects you to professional resources.

The union was instrumental in the creation of a statewide network of teacher centers, which provide professional growth opportunities, conferences and services. Fact sheets, health and safety information, posters, lesson plans and more are available at [www.nysut.org](http://www.nysut.org).



\* Sources: Center for American Progress, the Bureau of Labor Statistics, UC Berkeley Labor Center, Labor Project for Working Families, the Center for Economic and Policy Research and Employee Benefits Research Institute.