



# State OF THE Union



The PSEA has filed for an election to try & take over representation for the houseparents. On the ballot will be three options...

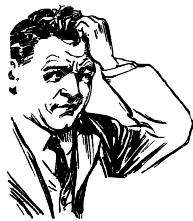
### OPTION 1

#### Tired of Waiting?

If 50% (plus one) of the voters at next month's election choose PSEA, they will take over representation, and have to negotiate a NEW contract. This could take months of continued negotiations, while we miss out on raises and perks from the ratified 464 contract.

#### Where will we meet?

PSEA has no local union hall or offices in Hershey. In fact, their closest office is in Harrisburg. They have no local staff here either!



#### A "PROVEN" track record?

Girard College has been in the news a lot lately. But what you haven't heard is that the houseparent's contract expired in September of 2008. A contract negotiated by PSEA.

In fact, dozens of their contracts expired this year and are still in negotiations, with 3 bargaining units on strike!

### The PSEA

#### Past history.

PSEA reps told us they'll get up to speed & learn all about our jobs. There are a LOT of differences between our school and our jobs, and that of a traditional classroom teacher.

ASK an MHS teacher how happy they are with their current PSEA-negotiated contract.



Truth is, we just don't know too much about PSEA & how they'd represent houseparents. Who will be their leadership? Who will take over steward positions? Who will negotiate with the school for an entirely new contract? Will they get us a contract that takes us backwards? We just don't know.

### OPTION 2

### No Union



#### A vote for "no Union" means...

- \*NO grievance procedure
- \*NO guaranteed benefits
- \*NO guaranteed salary increases
- \*NO representation at fact-findings

## NO PROTECTION!

### QUESTIONS?

Local 464 will be hosting the monthly meeting on **TUESDAY, SEPTEMBER 17th @ 10 am.**

**THURSDAY, SEPTEMBER 19th**, you're invited to attend an **OPEN-HOUSE** meeting at Union Hall, from 9-11 am. Refreshments served.

You can always contact your division stewards for more information.

[www.facebook.com/Houseparents.United.464](http://www.facebook.com/Houseparents.United.464)

### OPTION 3

#### Good people you already know

Our 464 stewards and leadership know their jobs. The people in these positions have been working with their fellow houseparents for years. The average length of houseparent service for a 464 steward? 9.5 years!

You know where the meetings are and the schedule is made to fit a busy houseparent's day.

But more than that, you know your 464 Union representation team has worked TOGETHER to assist houseparents through difficult times, and multiple contract negotiations with our administration.

#### A voice for houseparents...when they need it most

464 stewards represent dozens of houseparents each school year in fact-findings. Their long record of standing up to administration, through multiple successful grievances, is complemented by an equally impressive history of holding the school accountable when needed, and working collaboratively when it's called for.

In short, 464 has been delivering the results that houseparents want and need for years.



#### A (RATIFIED) contract in the hand...

Your union has brought numerous contracts back to the membership, through hard-fought negotiations with MHS administrators and countless hours of dedicated service.

In the NINETEEN YEARS that 464 has represented houseparents, though, no contract has provided the membership with critical gains

### LOCAL 464

like our most recent one, ratified by an overwhelming 65% vote! Included in this document is:

- \*Ability to choose time off in the summer or holiday breaks.
- \*Additional language to protect houseparents, their reputations & jobs.
- \*2% raise for relief houseparents.
- \*The ARM now cannot conflict with our contract, & if it does, our contract supersedes it.
- \*In the discipline process, the use of prior discipline, with few exceptions, is limited to 2 years.
- \*A new quad, strictly 12-2, on the hill for middle division.