

# Without , here is what is at stake!

- ★ **The Contract:**  
No USEP contractual **safeguards**, making you become an **at-will employee!** The District decides what you do and when!
- ★ **Representation:**  
No experienced on-the-job **member representation** when it is most needed!
- ★ **Increased Pay & Benefits:**  
No negotiations or bargaining strength for **competitive salary proposals.**
- ★ **Healthcare:**  
USEP **advocates for a free-to-the-employee health care option.** Through our representation, we have been able to keep to minimal cost.
- ★ **Negotiated Rights:**  
Extended day **without pay**, covering classes **without compensation**, **no duty-free lunches**, **planning time** or **recess breaks.**
- ★ **Collaboration:**  
District decision-makers making **unilateral decisions without the union**, leading to unfair practices!
- ★ **Limited Meetings & Duties**  
**No limits** on required meetings, professional development or extra duties. **This leads to the potential for lost pay!**
- ★ **Evaluation Challenge:**  
**No union involvement in the evaluation language or evaluation review process**, meaning the District can do as they wish!
- ★ **Voice at the Table:**  
**Belonging to USEP gives you greater influence** over the decisions that affect your career, your classroom, and your students!

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