

## **So, you want to know what the Union has done – and continues – to do for you?**

The role of the Union is to ensure that teachers are not taken advantage of, that they earn fair wages, enjoy fair benefits and have legal protection from injustice in the work place.

Over the years, teachers have spent weeks on strike to gain the many benefits we enjoy today. For instance, in 1982 alone, teachers went on strike for just over two weeks to gain maternity benefits. Prior to that time, women had to quit their jobs and hope they could get another job later.

Here are some of the most important benefits the Union has won for you:

- You have job security
- You have a healthy pension plan
- You are legally protected from accusations and false prosecution
- You have maternity / paternity leave.
- You have paid sick days
- You receive fair wages and other advantages of collective bargaining
- You have access to health insurance that includes travel coverage
- You have a short and long-term disability plan
- You have access to health insurance that includes travel coverage
- You cannot be fired without just cause and due process
- A grievance process protects your rights
- You have access to funds to cover expenses for professional improvement directly related to your workload
- You are entitled to 50 minutes every day for an uninterrupted lunch.
- You are entitled to take a day off work to attend a special occasion in your family
- You have a voice in the governance of your school
- Teachers have a say on the school calendar
- There are appropriate maximum class sizes
- Students with special needs are recognized and supported
- Your workload can't change after October 15 without your consent
- Your workday starts and ends at appropriate times