

"The test of our progress is not whether we add more to the abundance of those who have much; it is whether we provide enough for those who have too little."

- President Franklin D. Roosevelt -

How do Unions Help Today?

Unions lead the fight today for better lives for working people, such as through expanded family and medical leave, improved safety and health protections and collective bargaining agreements that lift the standard of living. Union members earn considerably more money than workers who don't belong to unions, for doing the same kind of work. How much more?

Union workers' median weekly earnings: \$760
Nonunion workers' median weekly earnings: \$599
Union wage advantage: 27%

Union workers with guaranteed (defined-benefit) pension: 69%
Nonunion workers with guaranteed (defined-benefit) pension: 14%
Union pension advantage: 55%

Union workers who get health benefits: 75%
Nonunion workers who get health benefits: 49%
Union health benefits advantage: 26%

Union workers who get short-term disability coverage: 69%
Nonunion workers who get short-term disability coverage: 30%
Union disability coverage advantage: 39%

Union workers who get life insurance coverage: 82%
Nonunion workers who get life insurance coverage: 51%
Union life insurance coverage advantage: 31%

Sources: U.S. Department of Labor, Employment and Earnings, January 2004;
Bureau of Labor Statistics, Employee Benefits in Private Industry, 2000.

Federation Contact Information

Office Hours

Monday - Thursday
8 A.M. - 6 P.M.

Friday
8 A.M. - 4 P.M.

Office Phone

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Website

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Our Location

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Union Yes



Federation of Public Employees



www.federationmembers.org



A Division of

Affiliated with District 1 - MEBA (AFL-CIO)

Who is the Federation?

You and your co-workers are the union! The Federation is working men and women just like you. We represent over 15,000 government employees in Florida. We are School Board employees, Law Enforcement employees, County employees, Municipalities, Colleges and Special Taxing Districts employees.

Why join the Federation?

We're organized. Together we have a strong voice and build a better future for our membership and their families. You gain respect & dignity on the job.

- We have legally binding contracts with our employers.
- We negotiate better wages, benefits and working conditions in our contracts.
- We give high priority to protecting the jobs of our membership from budget cuts, staff layoffs, privatization, changes in the bureaucratic structure or the unfair arbitrary decision of a supervisor.
- We protect your Statutory Rights by providing union representation at disciplinary hearings.

Union Dues?

Union dues are used to cover the substantial expense of operating a headquarters, paying staff, conducting legislative and organizing activities and servicing members. Dues cannot be increased or assessments levied without the consent of the members. Dues are calculated as a percentage (1.5% of Gross Base Pay) or a flat fee. Dues are not charged on any overtime wages.

Obtain Better Pay & Benefits

Members of the Federation of Public Employees enjoy job security and better benefits on the job. The following is a sampling of benefits contained in many labor agreements:

- ✓ Disability benefits
- ✓ Effective grievance procedures
- ✓ Employer-paid dental plans, including orthodontic coverage
- ✓ Employer-paid health plans, including major medical benefits
- ✓ Employer-paid optical plans
- ✓ Employer-paid prescription drug plans
- ✓ Fair distribution of overtime
- ✓ Fair promotion policies
- ✓ Health and safety protections
- ✓ Improved working conditions
- ✓ Leave of absence protections
- ✓ Longevity pay
- ✓ Paid funeral leave
- ✓ Paid holiday and vacations
- ✓ Paid jury duty
- ✓ Paid life insurance coverage
- ✓ Paid overtime
- ✓ Paid sick leave
- ✓ Most Pension plans are fully funded by employer contributions
- ✓ Protection from subcontracting, contracting out or privatization
- ✓ Regularly scheduled wage increases
- ✓ Seniority rights
- ✓ Tuition reimbursement
- ✓ Uniforms and equipment allowances
- ✓ Worker compensation enhancements

What makes us different?

Legal Representation The Federation retains five separate law firms that assist in resolving members' work related issues. Each law firm specializes in different areas of law such as Labor laws, Negotiations, Fair Labor Standards, criminal and workers compensation Issues.

Life Insurance Federation union members are provided with Free Life and Accidental Death/Dismemberment Insurance. In the event of a member's death, their beneficiary will receive \$5,000 and in case of an accidental death they will receive \$10,000. Insurance alone is worth joining.

Job Insurance Membership gets you a negotiated contract, which makes it illegal for an employer to undercut your wages, benefits and working conditions.

College Scholarships The Federation offers members in good standing, their children and grandchildren the opportunity to receive a scholarship for furthering their educational goals.

Legislative Action The Federation works at all levels of government to improve laws affecting our members and their families. Examples include fighting for wage and hour protections, retirement enhancements, workers compensation and unemployment laws and fighting against privatization of public jobs.

Union Discounts As a member of the Federation, you are automatically eligible for Union Plus and Union Privilege benefits including credit card, mortgage, loans, insurance, scholarships, health care savings and other discounts. Utilizing the discounts available to you as a member, enables you to save more money than you would pay in dues.

Events In appreciation for your hard work and dedication, the Federation hosts an annual picnic for its membership and their families.