

# members speak out

## Minnesota School Employees Association

### **Shakopee Paraprofessionals & Computer Technicians**

#### **When asked why Shakopee Paras contacted MSEA in 2001 and eventually voted to join MSEA, the reasons are many...**

Shakopee Paras had a working policy and bargained every 2 years for wages and benefits with the District before Shakopee joined MSEA. The Unit's needs were not being met with wages, insurance contributions, discipline issues, internal job hiring for open positions, and position seniority. Our Unit was experiencing unfair discipline with no recourse but to accept the final decision of the administration. Seniority was not always valued when program needs were lessened or cut altogether. There was a need to have someone representing us when problems arose that we couldn't resolve to our satisfaction.

Our initial meeting with MSEA in 2001 assured our group that they were a service union. Each Unit has a field representative who negotiates with you for the first contract and every one after that. The dues schedule presented was fair and direct: no hidden agenda. MSEA had answers to our questions and problems. Our Unit had confidence and respect for the mission of MSEA.

115 Shakopee Paras voted to join MSEA in January 2003. In 2010, the Unit has just over 200 members.

With MSEA your Unit will have what Shakopee has:

- A legal and binding contract that protects terms and conditions of your employment. Your contract rights cannot be altered at the whim of your employer.
- The confidence that you will never have to face a work related problem alone, the protected right to due process, and knowledge that MSEA will aggressively challenge unfair disciplines/termination.
- Representation if you are reprimanded, suspended or fired without just cause: a union representative will go to bat for you.
- The resources for legal advice that will not be charged to your Unit.
- Respect and creditability with your employer.

Protect your right to work with dignity with the power of a union behind you.  
MSEA represents over 6,000 school employees in nearly 60 school districts in Minnesota.

**You deserve what other MSEA union members already have!**

PARAPROFESSIONALS • SECRETARIES • FOOD SERVICE  
CUSTODIANS • BUS DRIVERS • TECHNICIANS

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