

Survey For University Support Personnel System (USPS) Staff

What do **you** think?

*What improvements would you
like to see in our union contract?*



This survey is a chance to give your views on the workplace issues that concern you the most. UF employees on the AFSCME Local 3340 bargaining team are scheduled to begin negotiations on a three-year contract with the new UF Board of Trustees in October. In the past, there was a statewide contract with the Florida Board of Education or Board of Regents. With the assistance of expert AFSCME negotiators, the bargaining committee will reach an agreement with the Board of Trustees, and we will all vote on whether to accept it. A copy of the current contract is available on the BOE and AFSCME web sites.

This survey is designed to help us start developing priorities for the upcoming contract negotiations.

Thank you for your time.

American Federation of State, County and Municipal Employees (AFSCME)
Local 3340 • 1001 NE 21st Ave. • Gainesville, FL 32609
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Frequently Asked Questions About AFSCME

What is AFSCME?

AFSCME is the union that UF staff elected to represent them. AFSCME is one of the nation's fastest growing unions with 1.3 million members in the public and non-profit private sectors.

Who runs the union?

A truly democratic union, AFSCME is run by its members. Every member has a vote in the election of local union officers and board members. Each local has its own constitution, and members vote at meetings to determine policy, activities and local dues structure. Members also vote on contract approval or rejection. Policies for the State Council in Tallahassee and the International Union in Washington, D.C., are formulated by the membership at conventions every two years, and every member is eligible to be elected as a local delegate. These rights are guaranteed by the International Union Constitution and the Bill of Rights for Members.

Why do we need a union?

Because just talking isn't enough. You have to be heard, and all by yourself, it's hard to be heard. Big universities and big governments, and rules made by people you never see and don't know, leave public employees without a voice unless they organize. Through AFSCME, UF employees have a voice—one heard on the job, in the board room and in the Legislature.

What can AFSCME do for me?

AFSCME gives you the power to help decide wages, pensions, other benefits, promotion policies, grievance procedures and other working conditions. Joining with other UF employees—and with the help of AFSCME's experts in collective bargaining, law and economics—you can help determine your own future. Joining AFSCME helps you:

Send a message to the University, the Legislature and the Governor—A large jump in union membership says we're not satisfied with our wages and working conditions. More members = more political muscle = higher raises.

Make your voice heard—Union members decide what to ask for at the bargaining table.

Protect your job—AFSCME can stop management from reprimanding, suspending or terminating you unfairly, but, just like you can't buy car insurance after the accident, you can't join after you get in trouble.

Pay your fair share—We all benefit from the raises earned through lobbying and negotiating paid for by AFSCME members' dues. Even though we're in a so-called "right-to-work" state where only members pay dues but everybody gets the benefits, we should all pay our fair share.

Save money—AFSCME members get discounts on credit cards, mortgages, loans, legal services, insurance, travel and more.

Name _____

Title _____

Department _____

Building and Room _____

Home Address _____

Email _____

Telephone (w) _____ (h) _____

YES! Please send me more information about the union and how I can get involved.

I'd like to help win a good union contract! I'll talk to my co-workers, distribute materials or participate in similar activities.

All survey responses will be strictly confidential.