



## THE UNION DIFFERENCE

Sign an OCSEA membership card to get all the benefits of union membership, including Free College for you, your children, grandchildren and spouse, exclusive Extras and Family Fun discounts, and a computer and appliance purchase program without a credit check!! See below for all the difference being in a union makes!

	UNION	NON-UNION
WAGES	Union members earn <b>30% HIGHER WAGES</b> on average than non-union workers.	Employees in non-union shops must rely on the kindness of management.
HEALTH CARE	Union members on average have a <b>30 PERCENT LOWER ANNUAL DEDUCTIBLE</b> than non-union employees on health care plans.	Non-union workers are much more likely to be offered high deductible plans.
SAFETY	Unions advocate for <b>SAFE STAFFING LEVELS</b> and are able to bargain for things like <b>PROPER CLOTHING AND EQUIPMENT</b> .	Employees are asked to do more with less.
ADVOCACY & PROFESSIONALISM	Unions give workers a voice. They <b>FIGHT FOR AGENCY FUNDING</b> and <b>ADVOCATE FOR THE PROFESSIONALISM</b> of bargaining unit work.	Management advocates for their management teams and often ignores contributions of rank and file.
OTHER BENEFITS	Union members have access to <b>REDUCED RATE CREDIT CARDS, AUTO INSURANCE, CAR RENTALS, AMUSEMENT PARK DISCOUNTS</b> and more!	Employees must take whatever employers give them, often paying more in the process.
FREE COLLEGE	OCSEA offers <b>Free College</b> for <b>MEMBERS, SPOUSES, CHILDREN</b> and <b>GRANDCHILDREN</b> with Eastern Gateway Community College.	Employees are expected to pay for their own career and educational advancement.