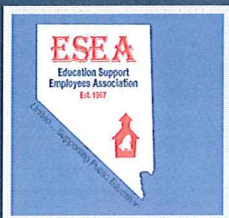


YOUR RIGHTS: HERE TODAY...GONE TOMORROW

If Governor Brian Sandoval and the Nevada Legislature have their way and pass a decertified bill for all unions, the following rights will be immediately eliminated:

	Your Rights Protected WITH Union Contract	Your Rights WITHOUT the Union Contract
ESEA as your Exclusive Bargaining Agent for the Contract	√	×
Grievance Process and Rights Guaranteed	√	×
Duty-free lunch	√	×
Union Representation at all Disciplinary Meetings	√	×
Guaranteed Work Day	√	×
ESEA Covered the Increase of 10% to 2009 Insurance	√	×
Copy of your Annual Written Evaluation	√	×
Maternity Leave and Sick Leave Pool	√	×
Long-Term Disability Coverage	√	×
Specific Language about the Process of Layoffs or Reduction in Hours	√	×
Vacation/Bereavement leave and 13 paid holidays	√	×
Secured Professional Wages and Healthcare	√	×
Provisions for Returning Work	√	×
Responsibility Pay	√	×
Professional Development	√	×
Restored Bargained Salary Scheduled	√	×
Active Representation on District Healthcare and Group Life Insurance Committees	√	×
District's Contribution to the Public Employees' Retirement System (PERS)	√	×
Salary Schedule Built Upon Years of Experience	√	×
Established Grievances Process for Article 4 & 32	√	×

PROTECT YOUR RIGHTS! PROTECT YOUR JOB! SAVE OUR CONTRACT!
JOIN TODAY!



ESEA – Education Support Employees Association
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