


*“MCEA...
Our Most
Important
Job Is
Yours!”*



For more information, go to
www.mcea.org

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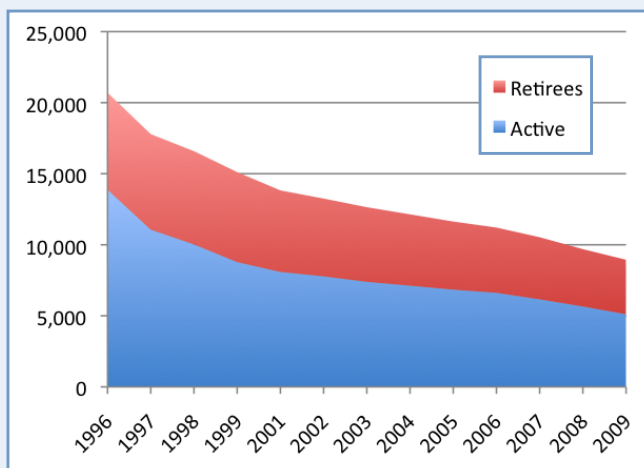
**What you
need to
know**

**about the MCEA
special convention
on July 24**

MCEA leadership believes that you have a right to know what is at stake in our AFT affiliation vote.

We hope this guide will help answer any questions you may have about the urgency of, our support for, and the vision behind affiliation with the American Federation of Teachers (AFT).

MCEA MEMBERSHIP



MCEA faces urgent challenges requiring immediate action.

MCEA has tried to build back our membership to previous levels, but as the chart shows, we have been unsuccessful due, in part, to our diminishing resources as an independent organization.

The facts are clear:

- In 1996, we had nearly 21,000 members across the state (including retirees). Last year, we had fewer than 9,000 members active and retired.

- Active membership in MCEA, as in most employee organizations, has declined steadily and dramatically since 1996—down 63% over this period.
- We are only a few years away from a time when most MCEA members will be paying less than full dues. In 1996, retirees were about 33% of our membership; last year, they were about 43% of our membership. At this rate, full-dues active employees will make up less than 50% of our membership by 2013. Our retirees are valued members and they are crucial to MCEA's current strength—but a strong future requires that MCEA organize new active members. We need both—a strong retiree membership and a growing active-duty full-dues base.

Your elected representatives on the MCEA Board have voted to recommend affiliation with the AFT.

- The officers and members of the MCEA Board of Directors went through a lengthy determination of MCEA needs for the future and evaluated competing proposals from many different national unions representing public employees.
- After more than a year of research, interviews, discussions and analysis, the Board voted overwhelmingly to recommend affiliation with the AFT.

- The Board made the judgment that AFT was in the best position to help maintain MCEA's status as a premier public employee union in Maryland while providing resources and assistance for future growth.

Affiliation with AFT is the sensible path to a better future.

- **Autonomy:** We keep our autonomy, elect our own officers, and make our own decisions about dues, staff, lawyers, insurance, contracts, our property and bank accounts.
- **Clout:** With AFT, we will have greater clout in Annapolis on decisions that affect us in the workplace, and we will have a strong presence in Washington, DC where, increasingly, federal decisions affect our state budgets and pensions.
- **Resources:** We will have access to AFT resources—assistance in bargaining and economic research, occupational safety and health, training, public relations and a host of other support services that will enable us to do more for MCEA members.
- **Protection:** We'll have AFT and AFL-CIO protection against raids by other unions and AFT assistance in identifying and organizing new groups of public employees for representation by MCEA.

You will be making a crucial decision on July 24, 2010. If you have any questions, call the affiliation hotline:

1-888-611-MCEA, Ext. 233



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