



WE ARE Penn State Professionals United

Professional staff organizing a UNION

WE ARE: Research and development engineers and IT staff, program coordinators and developers, marketing and communications staff, advisors, and much more.

We're organizing to fight for – and win – a strong AFSCME union contract that delivers transparency, fairness, advancement, better pay, benefits, and protections, which will **strengthen the premier institution of higher learning in Pennsylvania.**

PENN STATE WORKS BECAUSE WE DO!

Be part of a national union that includes 1.4 million members and **over 130,000 higher education members nationwide** that keep hundreds of campuses and university-affiliated health systems running in **over 30 states.** AFSCME Higher Education United unions have **collectively negotiated over 225 collective bargaining agreements.**

We are winning and making a difference for Higher Education workers every day **across the country and here in PA - from Penn and Temple to PennWest.**

**WANT TO HAVE A REAL
SAY IN OUR WORKPLACE?**

WE ARE HERE TO LISTEN.

WE NEED YOUR INPUT!

**FILL OUT OUR
SURVEY AND
LEARN MORE HERE:**



WE ARE



AFSCME

PENN STATE PROFESSIONALS UNITED

Professional Staff Organizing a Union



James Miller

*Lab Coordinator,
Physical Sciences*



**Leah
Carpenter**

*Research Technologist,
Biology Department*

Union for A Seat at the Table

“I want all staff to be paid and treated fairly, have opportunities to grow professionally, advance, and have a say in the direction of our careers and institution. We need a voice in the organizational decisions being made that have become increasingly impactful and frequent, with less transparency. Having a union gets us that seat at the table – that’s why I’m organizing.”

Union to Address Pay Equity

“I enjoy supporting varied research projects and enabling undergraduate students to gain hands-on experience in an active research lab. I want to form a union with my fellow professional staff members to address the pay inequity I see between research staff in different colleges, departments, and labs. By forming a union, we can advocate for ourselves directly with tools like job reclassification requests as duties increase and by having transparent and defined job descriptions with compensation when performing out of scope. I hope you all will join together with me to ensure that our voices are heard.”



**Clark
Valentine**

*Application
Developer,
Information
Technology*



Allison Horner

*Mental Health
Counselor,
Student Health
Center*

Union for a Contract that Protects Us

“A union contract would let us lock in the parts of our jobs that we love and don’t want to change, from flexible office arrangements to the nature of what we do every day. We’re seeing major changes from campus closures to OST; standing together helps us protect what we’ve already worked so hard for in the midst of that change. As an IT worker who is sometimes asked to help correct mistakes in pay, I’m amazed at the urgency the university feels in making those corrections when the worker in question is a union member. The university knows that workers who stand together can hold them accountable; we professional staff should have that power as well.”

Union for a Say in Restructuring Decisions

“I love my job and the fact that I get to provide care to students that contributes to a healthier and safer campus for everyone. That’s what I think of when I see much of the restructuring and changes in my colleagues’ work across campus. I decided it’s time to take part in organizing because when we are operating at our best, we help Penn State operate at it’s best. To do that, we need more agency in these decisions, which has to start with us joining together first.”

WE NEED YOUR INPUT!

www.psuprofessionalsunited.org

Fill out our survey
and learn more here:

