



What's at stake?

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DID YOU KNOW?

SENIORITY FACTS

- For professionals, seniority is a primary factor in determining reductions in force (RIF).
- For service personnel, seniority is the deciding factor in hiring decisions and layoffs.
- Seniority is a critical component in preventing nepotism and unfairness in hiring practices.
- Seniority was not "given" to employees; teachers and service personnel fought long and hard for this protection, with segments finally passed into state law during in the 1980s and 90s.



SENIORITY

Seniority rights are perhaps one of the most important, and coveted education employee rights in WV State Law.

Prior to seniority laws, superintendents could hire and lay off at their own discretion. This translated into nepotism and cronyism in some counties, where jobs were promised and granted to family members or political allies, at the expense of more qualified candidates.

Why is this relevant now? Many of our younger members don't remember the fight for long-ago earned rights like seniority. After

the past few years of legislative attacks on public education, it's more critical than ever to know exactly just how far we've come and unfortunately, the dangerous territory we could be heading toward.

That's why it's more important than ever to stand together as professionals and fight for our rights and what's best for our students. A strong union starts with strong membership.

Join AFT-WV now; we are stronger when we are together. Become a member at www.aftwv.org.