

California School Employees Association

# Join CSEA

# Today

**Y**ou work hard to improve the lives of the students you serve. That's why we work hard to improve the lives of the members we serve. By joining CSEA, you get the peace of mind you want and the opportunities you deserve—allowing you to focus on what really matters.



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# Why Join CSEA?

**S**ome employees take it for granted that their job and the benefits they receive are secure and permanent, but that is not the case. Every year, basic cost-of-living raises and pensions are threatened. Your membership and participation in CSEA help us achieve better pay raises, pension security, health insurance, sick leave and the other important benefits you and your family rely on. More importantly, CSEA gives us the opportunity to make improvements for all classified employees and the students we serve. Join us as we work together to make a difference!





## Join for **BETTER PAY**

Our membership strength allows us to negotiate the best possible pay and benefits for you and your family.

When it comes to securing good contracts, CSEA's staff and trained member negotiators are the best in the business—and with greater membership numbers and unity, we only get stronger.



## Join for **MEMBER BENEFITS**

Members have access to a wide variety of money-saving benefits that include a free college program, scholarships and grants, auto and home insurance plans, and financial products and services. Members also save on everything from amusement park tickets to auto buying.



## Join for **RESPECT**

We share a common belief that if we work hard, we have the right to be treated fairly. That's why CSEA union stewards, labor representatives, legal staff and other advocates make sure you are respected in the workplace and recognized for the work you do and the contributions you make to our students and schools.

## Every member has a voice

**W**hile the benefits and services we offer our members are unmatched, it is the democracy of CSEA that really sets us apart. For nearly a century, CSEA has thrived as a member-governed union.



That means, as a member, you are the union.

From your local chapter to the state board of directors, CSEA's leadership is comprised of democratically elected volunteers who work the same classified jobs, just like you. Every member has a voice!

# What CSEA Members Get

- ✔ **CONTRACTUAL** representation.
- ✔ **REPRESENTATION** on disciplinary, unemployment and other work-related issues.
- ✔ **VOTING RIGHTS** in electing local chapter leaders and on all tentative contract agreements with management.
- ✔ **EDUCATION BENEFITS** including FREE and low-cost college programs for CSEA families.
- ✔ **SUPPLEMENTAL INSURANCE PLANS** including \$5,000 FREE accidental death coverage, and more.
- ✔ **AMUSEMENTS AND ATTRACTIONS** discounts to theme parks, movie tickets and more.
- ✔ **FREE LEGAL REFERRAL** for personal matters.
- ✔ **PROFESSIONAL DEVELOPMENT**, conferences and workshops to maximize your potential.
- ✔ **FINANCIAL SERVICES** from credit cards and mortgages to banking needs and more.
- ✔ **HUMANITARIAN ASSISTANCE** provides financial relief to members in need.
- ✔ **RETIREMENT PLANNING** to help you make the most of your CalPERS pension.
- ✔ **MEMBER DISCOUNTS** on home and auto services, hotels, rental cars and restaurants.
- ✔ **PUBLICATIONS** and other member-only information on classified employees and CSEA.
- ✔ **A VOICE** about the issues that impact you, including voting on annual dues.\*

## What non-members get

- ✔ **CONTRACTUAL** representation only.

\*Annual dues, set by chapter delegates at Annual Conference, are 1.5 percent of the first \$3,150 of monthly gross salary (exclusive of overtime but including longevity, professional growth and anniversary increments), but shall not exceed a maximum of \$472.50 annually. Local chapters may assess additional local dues as authorized within their local constitutions.

# Our story...

**CSEA** began in 1927 when a group of Oakland custodians set out to secure retirement benefits. More than 90 years later, CSEA continues to pursue the interests of classified school employees at the Capitol and at your local bargaining table.

Our success securing retirement benefits, fair wages and benefits, safety measures and employee rights is a testament to the hard work of all CSEA members. We have a proud legacy of sponsoring laws that protect the rights of classified employees and the students they serve, including:

- **Retirement Security**—CSEA has worked hard over the years to safeguard our pension and retirement security.
- **Work-Hour Protections** —CSEA's efforts won a 40-hour work week, overtime pay and specific work hours.
- **Paid Time Off**—Many classified employees used to have to work holidays and earned no vacation or sick leave.
- **Professional Development**—CSEA-sponsored legislation has expanded career opportunities for classified employees.
- **School Funding for Classified**—CSEA-sponsored legislation defined funding for classified positions and increased job security.
- **School Safety**—CSEA has been a leader in advocating for safety measures to protect students and staff.



# Let us be your advocate

**A**s a CSEA member, we're proud to represent you at all levels. We're your advocate on the job and your personal support network of 250,000 members and 250 professional labor experts throughout the state. We have a proven record of success and a reputation for getting results. We offer amazing benefits and specialized services to help you both on and off the job. The only thing we're missing is you!

→ **Activate**  
**your CSEA Membership**

Complete your application  
or call (866) 487-2732  
[www.csea.com/join](http://www.csea.com/join)



*As a member,  
you are the  
union.  
Every voice  
is valued and  
every member  
matters.*

# We are stronger Together

**B**y standing together, we get the respect we deserve so we can focus on the parts of our job that really matters. That's why nearly nine of every ten classified employees is a CSEA member in CSEA-represented school districts, community colleges and county offices of education.

## Unions making things better for everyone

When working people come together, they make things better for everyone. Joining together in a union enables us to negotiate for higher wages and benefits and improve conditions in the workplace.

Workers in union-represented jobs have a clear advantage over their non-union counterparts. On average, union members have better insurance, better retirement benefits, paid sick leave and higher pay.



# The Union Difference

This is what it means to have a union job: More money in your pocket to buy a home, start a family, pay down student loan debt and save for retirement.

## BETTER PAY

Union workers earn better wages than workers who aren't union members. On average, union workers earn \$191 more per week than their non-union counterparts.

### Median Weekly Earnings



## BETTER HEALTH BENEFITS

More than 75 percent of union workers have jobs that provide health insurance benefits, but less than half of non-union workers do.

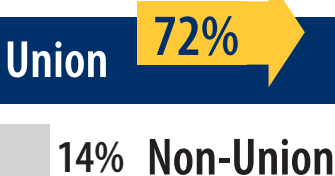
### Job-Provided Health Insurance



## BETTER RETIREMENT SECURITY

Union workers are five times more likely to receive employer-provided pension plan than working people without a union.

### Defined Benefit Pensions



*"Everyone who works hard should be able to improve their life, and CSEA helps you do that. Our union gives us a voice at work, protects our rights and makes us stronger together."*

— Lily Casas, College of the Desert  
Chapter 407





# Member Only Benefits

More  
great savings  
*for you and  
your family*



## Free AD&D Insurance

As a CSEA member you are automatically covered with \$5,000 of Accidental Death and Dismemberment insurance coverage at no cost to you. Members are automatically enrolled when they sign the application to join CSEA and remain covered as long as they are a member in good standing.



## Family Fun Discounts

From discounts on all the major amusement theme parks in California to recreational activities to aquariums, zoos, movie theatres, and seasonal attractions such as Halloween events, winter fun, and summer water parks, we've got all your entertainment needs for you and your family covered year-round.



## Auto and Home Insurance

Our exclusively approved auto and home insurance agent saves members and their family members an average of \$421 per year. Get your car, boat, RV, motorcycle, homeowner's and renters' insurance coverage from leading insurance companies at a great rate.



**DID YOU KNOW:**

# CSEA Pays for COLLEGE

*Available to CSEA members and their families*

## **CSEA Free Associate Degree Program**

Union Plus and Eastern Gateway College are offering the chance to earn an associate degree online from an accredited school with no out-of-pocket expense. Pursue degrees in Teacher Education, Business Management, Labor Studies and more.

## **CSEA Low-Cost Bachelor's Degree Completion Program**

CSEA and Central State University are offering the chance to earn a bachelor's degree online from an accredited university at a low cost.

Degrees are currently offered in Education and Business Administration. Obtain your teaching credential or take advantage of new programs coming soon.

## **Scholarships and Grants**

CSEA offers thousands of dollars in scholarships and grants every year to CSEA members and their dependents. We even offer a financial assistance program to help you pay off existing student loans.

**Learn more at [csea.com/education](http://csea.com/education)**



→ ***Activate***  
**your CSEA Membership**

[www.csea.com/join](http://www.csea.com/join)



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