

The SBCC Beat

CSEA Chapter 289

May/June 2018 Newsletter



AFL-CIO

STRONGER TOGETHER

Outstanding Employee of the Year Award



Pictured from left to right: Jeffery Barnes, Regina Reese, Sherie Higgins, Jason Levy, and Victor Bryant

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The 2018 Outstanding Classified Employee of the Year Award was announced at the April 26th Board meeting. Sherie Higgins was the winner of the award with Jeffery Barnes, Victor Bryant, Jason Levy, and Regina Reese receiving Honorable Mentions. Congratulations to Sherie and all of the honorees for being recognized for their hard work and contributions to students and the college community.

Sherie Higgins works as the Administrative Assistant for the Health & Human Services & Career Technologies divisions and has been working at SBCC for thirteen years.

You can read more about Sherie and her contributions to the college and community by reading the press release issued by the Office of Communications that was recently picked up by the [Noozhawk](#) newspaper.

CSEA Member Recognition Event with Photo Gallery

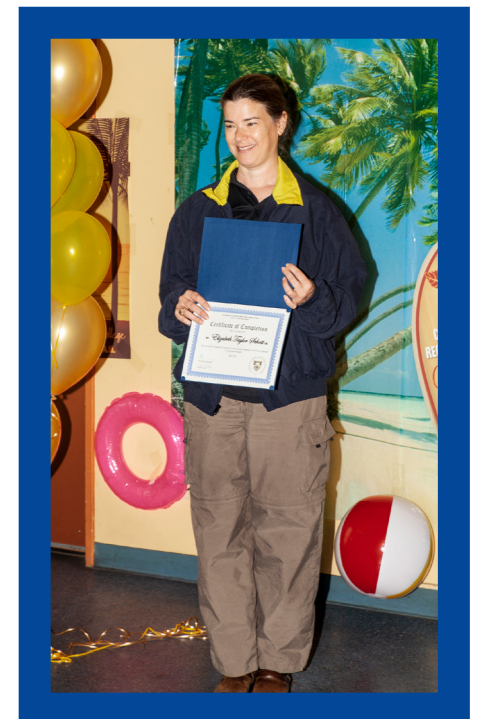
At the 2018 CSEA Member Recognition Event, several SBCC classified staff members were acknowledged for their achievements and efforts in their local union chapter. Regina Reese was honored with the Unsung Hero Award for her contributions as the Communications Officer including creating the monthly newsletter, completing union steward training, and helping out with fundraising efforts. A total of five SBCC classified staff were celebrated presented with certificates of completion, and received their union steward jackets at the event. Members who received their union steward jackets included Loren Mindell, Regina Reese, Mary Saragosa, Beth Taylor-Schott, and Therese Schweidler. Loren Mindell and Mary Saragosa were not in attendance. A special thank you to Jack Sutton and Cheryl Brown for helping out by taking photos of the event.



Pictured from left to right: Liz Auchincloss, DJ Taylor-Schott, Beth Taylor Schott, Jack Sutton, Emily Pineda, Sherie Higgins



Pictured from left to right: Beth Taylor Schott, Mark Moore, Therese Schweidler, and Regina Reese



Everyday Hero Awards

During the past few board meetings, several classified staff, faculty, and administrators have been acknowledge for their contributions to the college and the larger community.

We reached out to President Beebe to learn more about the Everyday Hero Award and what the award is honoring. He described the award as recognizing "...individuals in our college who focus on supporting the greater good of the college. They are not looking for the limelight or to be recognized; in fact, they prefer to stand in the background and give the spotlight to others. These are unsung individuals who have their heads down, working really hard every day. In many ways, they are the glue that holds the college together. These individuals operate under the life philosophy that they are here to serve the institution, not be served by the institution or others at the college. They go out of their way to do a great job, many times performing above and beyond the call of duty. We call these individuals Everyday Heroes, and SBCC is full of them." Departments nominate Everyday Hero and these awards will be given out every year moving forward.

In 2018, SBCC recognized fourteen classified staff members who received the Everyday Hero award. Honorees, we congratulate you on your award and thank you for your contributions to students and the campus community at SBCC.

Barbara Dickson
Program System Support Specialist

Cindy Long
PABX Operator / Receptionist

Darren Phillips
DSPS Service Provider

Jose Acosta Leon
Maintenance Tech

Lisa Lopez
Administrative Assistant III

Mario Arenas
Custodian

Miguel Pineda
Lead Facilities Assistant

Monica De Alba
LTA Culinary Arts

Ricky Hunter
Custodian

Roberto Lopez Carrillo
LTA, Culinary Arts

Sandy Evenson
Technology Services Specialist

Sergio Limon
Lead Custodian

Susan Houlihan – Davis
Athletic Trainer

Victor Bryant
Catalog and Schedule Specialist

Member Career Grant Applications Available

CSEA offers grants to members who are going to school on a part time or full time basis. \$1,000 grants are awarded to recipients based on financial need, goals and objectives, citizenship, and CSEA activities. Applications are accepted June 1 – Oct. 31. Visit csea.com and click on "education and scholarships" under the "Benefits" tab.

To review the application, click [here](#).

Ask a Union Steward

Help! I have asked for vacation three months from now so that I can go to my sister's wedding. My supervisor just seems to be ignoring my request. I am starting to panic. If I don't buy the airplane tickets soon, I'm worried that they will get too expensive for me to go.
- Panicked about Vacation

Dear Panicked,

I agreed to write this column because I have always wanted to be an advice columnist. Secretly, I long to give people life advice. I also happen to be a union steward. So now that I have snuck into the ranks of advice columnists using my union stewardship as a front, I am going to give you some life advice. (Muhahahahaha!) If you keep reading, you'll find that stewardship-related advice is mixed in along with it.

Here's my life advice: Before you do anything else, make sure that you are being a good communicator. Are you sure you know what system your supervisor uses for requesting vacation? In the past, everyone used written forms, but although those are no longer relevant, the contract has not been updated to reflect this yet. So going to the CSEA agreement to figure out how to communicate with your supervisor--which is normally what a steward might help you do--is not going to be helpful here.

A recent survey of classified staff, though, suggests that most departments use one of two methods to ask for vacation. About a third of the respondents said that in their department, they emailed their supervisor to request vacation, and about two thirds said that they put it on a departmental vacation calendar in order to make the request. (A very small minority said that they did both.) You should be able to confirm with your supervisor what method they would like you to use to make your request. So let's assume that you do know how to request a vacation in the way that your supervisor has asked you to, whether that is by email or through a calendar.

Now, you don't need an advice columnist to tell you that most of us are really busy and have such active email inboxes and calendars that it's easy to miss things when

they arrive. This is where my second piece of life advice comes in: give everyone--your supervisor included--the benefit of the doubt. Maybe they just missed your request when it came in and lost it in the shuffle. Given the likelihood of this, I think it's reasonable to follow up with your supervisor to check whether they got your request. If you made the request by email, though, maybe you'll want to follow up in person, if that's an option for you. Even if that isn't possible, a second email may do the trick.

But let's say, just for the purposes of delving into the CSEA agreement with the district, that you've used the proper form to request your vacation, and you've gotten confirmation from your supervisor that they've received your request. What if they still haven't responded? Here's the section of the agreement that relates to the approval of vacation time. It's in article 9.7: "Vacations must be scheduled in advance and must be taken at times convenient to the department to which the unit member is assigned. Requests for vacation must be made in writing and approved by the immediate supervisor. Supervisors shall make a reasonable effort to schedule vacations for the dates requested by individual unit members and **shall respond to any unit member's request for vacation within five (5) working days upon receipt of the request.**"

So if you've made the request more than 5 working days ago, and you haven't heard back, standard practice would be to assume that your vacation has been approved. You would probably want to let your supervisor know this before you order your tickets, though. (See being a good communicator, above.) Granted, despite standard practice, your supervisor could still contest whether or not your vacation had been approved, but if they did so, then your union steward could help file a grievance against your supervisor in response. Wouldn't it be horrible if it got so that you had to file a grievance against them every time they took longer than five days to respond to your vacation requests? Ugh. Here's to hoping that situation gets resolved!

Enjoy your sister's wedding!

Sincerely,
Your Union Steward

Self Care is More Important Than Ever

During the last three years, we have all seen a lot of changes. One of the most significant changes on campus has been the additional of a second summer session that was instituted in 2015. Another more recent shift that has significantly impacted the classified staff is the current budget deficit. With these changes, we have all seen our workloads increase with the permanent adoption of a second summer session, on-going cuts to hourly budgets, and classified positions that stay vacant until they are funded through the WRAP committee. The effects of these changes are being felt by all classified staff in a variety of ways as we move forward doing more with less; one of those effects is increased work related stress.

One thing you can do right away if you are struggling with work related stress and/or burn out is to reach out to your manager for support. Have you evaluated what's currently on your work plate? Are there tasks falling off? Ask your manager to help you manage and prioritize the work. When positions stay vacant and hourly budgets are reduced, the same amount of work that was done before may not be possible anymore. Your manager can help you determine which tasks are essential and others that are lower priority. Certain deadlines may also need to shift, particularly when the turn around time between semesters has dramatically decreased (with the addition of another summer session). Your manager may discover that he/or she has to tell others outside your department, "no, I'm sorry, we can't accomidate that request at the moment or until we have more staffing".

If you've already connected with your manager and you're still feeling stressed, we put together some self-care tips to help you de-stress, relax, and stay positive.

Take a Break: Everyone who works 8 hours a day has



Photo Credit: Regina Reese

the right to one 30 minute and two 15 minute breaks. Some of us work in very active, high student contact customer service roles. We need time to decompress and reflect so we need to get out of our departments and enjoy the sunshine.

Reaching out: CSEA trains our colleagues to be union stewards. These people know our rights so reach out and we can support each other.

See a Counselor: Employee Assistance Program SAVE (Save A Valuable Employee) offers free counseling sessions to all SBCC employees. Staff are eligible for five free counseling appointments per issue (or problem) as part of their health benefits package. To learn more about SAVE, click [here](#)

Call a friend: Call a friend, a loved one, your spouse. Getting support from someone close to you can really make a difference.

Get some exercise: Life Fitness Center offers the SBCC Employee Fitness Program! Click [here](#) for more information. Not a gym nut? Take a walk outside; it's beautiful out there. Breathe in some fresh air.

Listen to Music: Music can be great for relaxation or just for brightening your mood.

Laugh: Watch stand up comedy on your phone during a break. Listen to a comedy routine; there are many free ones on Spotify. They really help to uplift your mood and spirits.

Disconnect: Take a break from the electronics. Turn off the TV and/or your phone and instead choose things that will help you reconnect with yourself and/or your friends/family.

Sleep: Sleep can be a great stress reducer. Get to bed early. (This will be a lot easier if you turn off your phone early.)

Check Into Your Body: Meditate. Get a massage. Take a bubble bath. Get some aromatherapy candles

Self Care Is ... Continued

or spray. Take a yoga class. Anything that gets you out of your head and into your body or focused on your breath can be very relaxing and beneficial to your health.

Keep a Journal: Writing is really a way of thinking on paper. It lets you express your feelings or vent in a safe way. You may not know how you feel about something until it is on paper, so it can be a really great tool for self-discovery.

Start a gratitude journal: A gratitude journal is a great way to train your mind to focus on the positive and to look for things that you are grateful for in your life. It can really help to shift your perspective to a more optimistic and happy place.

Pet Therapy: In Santa Barbara there is a wonderful [Cat Therapy](#) cafe on State Street. It's affordable and all the kitties are adobable. [Hendry's dog friendly beach](#) is another great place to meet up with furry friends even if you don't have a pooch to call your own.

Hopefully you will find something from this list that resonates with you. Just remember, self care starts with you, when you make yourself and your health a priority.



Photo Credit: Cat Therapy of Santa Barbara and Mc Lane Brown Photography



Photo Credit: Regina Reese

Staff Spotlight



Photo Credit: Regina Reese

Ivonne Ornelas Limon Senior Office Assistant, LRC

Ivonne Ornelas Limon has been part of the Learning Resources Center staff since 2014. In her role as Sr. Office Assistant at the Writing Center desk, she helps students prepare for their tutoring sessions and offers support to students and staff. She enjoys seeing students become more engaged with their learning process.

Prior to working at the Writing Center, Ivonne was in the Student Support Services office at SBCC's School of Extended Learning. She received her AA in Liberal Arts from Santa Barbara City College and also completed the Emergency Medical Technician (EMT) program at SBCC.

Ivonne loves to spend time at the zoo with her son Joshua, and she recently welcomed a new addition to her family, baby Zoey who occasionally comes to visit the LRC team.

Why I'm a Union Member!



Photo Credit: Robert Brown

Cheryl Brown Accountant, Fiscal Services

As a CSEA union member, I am so grateful to have the opportunities to participate in shared governance. This year, I have been a member of the College Classified Group (CCG) and College Planning Committees (CPC). This experience has shown me how classified staff participation on committees really helps the classified unit have a voice for all classified staff on campus. Whether it is to negotiate for the best benefits, negate management harassment, hearing priorities and needs of our college and coworkers, or honor our coworkers for their dedication to the college and community. Being a part of these committees gives me purpose and drive to do well in my own work

by giving me perspective of the whole place.

In addition, I also had the opportunity to spend the weekend at the Area I Leadership Conference this year. It was an amazing way to be educated and motivated by seeing the value of other people's personalities and perspectives, the historical success of CSEA, and ways of empowering others for the betterment and representation of everyone. I believe all of us classified have valuable experiences and knowledge we can share that can help improve each other's lives. CSEA is our tool in uniting us together, so in two years when this conference comes again, I recommend it to anyone who can explore this opportunity.

It has been a joy to get to know more of my fellow classified this year and to witness the union leadership strive to do the hard work of representing classified for the good of all of us at this college. That is why, I am proud to be a union member.

-Cheryl Brown
Classified Staff since July 2009

Celebrate CSEW

Whether working behind the scenes or on the front lines, classified employees build the foundation for successful schools. Make no mistake about it: Without classified employees, California schools would fall apart. So be proud of the hard work you do to improve education and enrich students' lives. Celebrate Classified School Employee Week (CSEW) is May 20-26. This year's theme is "Classified School Employees: The Heartbeat of Our Schools." Let everyone know that you're proud to be a classified employee.

Be sure to participate in celebrations in your area. From picnics and barbecues to award ceremonies, CSEA is sponsoring events all around the state. Every CSEA member should receive a CSEW button, and other merchandise is available for purchase. Contact a chapter officer for more information. Visit csea.com for more on CSEW.

Chapter Meeting Report for April

Academic Calendar Approval: There will be no spring in-service during the 2018/2019 academic year. That is, the President Beebe will not speak and there will be no morning presenter. There will still be workshops in the afternoon for classified staff to attend. A professional development committee member at the meeting mentioned that more workshops and activities will be offered during the regular semester.

Contract Negotiations Discussion: There was a discussion about contract negotiations. Liz presented a document with CSEA's proposed contract openers to "sunshine" to the board. This document notifies the SBCC Board of Trustees regarding the proposed contract negotiations/changes that CSEA plans to discuss during contract negotiations. Since the college is a public institution, this document also serves to "sunshine" (i.e., put into the light) the possible changes that may be occurring in negotiations to the public. Liz sent out the Proposal to Negotiate the Successor (contract) with the April Chapter meeting agenda, this can be reviewed by retrieving that email that was sent to the CSEA email group. Liz and Mark Moore provided a narrative and answered questions regarding the proposal document. Each item on the proposal was reviewed and given an opportunity for discussion.

Some of the items discussed included:

- A new section devoted to workload.
- Stipends for classified staff that hold a BA, BFA, MA, MFA, and/or PhD degrees.
- Stipends for classified staff who have a proficiency in a language other than English (e.g., Spanish).
- Selecting two pay out dates for members who have surpassed their vacation maximums.
- Clarifying that evaluations are not discipline and evaluations can only be based on performance for the year for that evaluation. For example, evaluations cannot be based on performance three years prior.
- Amendment to adjunct teaching to allow classified staff to teach if departments decide they

have the budget to pay for classified staff to teach in their areas. Since classified staff are paid at a blended rate that is slightly higher than regular faculty adjunct instructors, departments would make the determination if they wanted to pay a higher rate to have that classified staff member teach. A classified staff member who currently teaches remarked that it is "a little significant bump"; it is not a large amount when compared to the pay rate regular faculty adjuncts are making.

- Liz confirmed that the union will send out updates regarding how things are progressing in contract negotiations.

Register to Vote by May 21st

Election results impact classified school employees, working families and California's students so we encourage you to register to vote if you have recently moved or have changed your political party affiliation.

Voter registration in California is easy and only takes a few minutes online. As classified school employees know, voting is one of the easiest ways to make our voices heard.

While the governor's election is the most talked about contest this year, there are several seats up for election locally and at the state level that are also very important. This year, CSEA is endorsing candidates for Superintendent of Public Instruction and other statewide constitutional offices as well as several candidates to represent our local interests on the state Senate and Assembly (a full list of endorsements is included in the latest issue of 'Focus' magazine and on page 12 of this newsletter). That's why it's crucial to make our voices heard through the ballot.

Voter registration deadlines are 15 days before an election. This year's deadline to register to vote in the June 5 election is May 21 (online, in person or

Chapter Meeting Report for May



Photo Credit: Cheryl Brown

Negotiations Update: The negotiations proposal went to the Board of Trustee and CSEA is waiting for the districts proposal.

The May Revise: The District is still trying to determine what the May revise means for the college in terms of funding. There was an increase in COLA from 2.5% to 2.7%.

Five New Union Stewards: There are five new Union Stewards in our chapter. These classified staff members completed the three part CSEA Union Steward training. Upon completion of the Union Steward training, each classified staff member receives a union steward jacket and a certificate of completion for meeting all of the requirements of the training. Please congratulate Loren Mindell, Regina Reese, Mary Saragosa, Beth Taylor-Schott, and Therese Schweidler for their achievement.

During the May chapter meeting, Liz took a moment to recognize Mary Saragosa (pictured above) who was unable to attend the CSEA Recognition Event. Loren Mindell was not in attendance at the chapter meeting. He will receive his certificate and steward jacket from Liz.

Know Your Rights Presentation:

Liz reviewed the Know Your Rights card that was included in last month's newsletter. The takeaways from the presentation included:

- If you are called into a meeting, you have the right to know the purpose of the meeting.
- If you believe the meeting could lead to disciplinary action, you can request to stop the meeting so you can have union representation
- At any time during a meeting, *If you feel* the meeting has taken a turn and that it could lead to disciplinary action, you have a right to stop the meeting and ask for a union rep.
- What do you do if say, you ask to stop the meeting in order to have a union rep present and yet your supervisor wants to continue the meeting? Do not leave the meeting, but also, do not respond to any questions. Sit there quietly and when your supervisor asks you questions, continue to ask for your union rep. Leaving the meeting is not advisable because it could result in a charge of insubordination.
- Similarly, if your supervisor requests a meeting and you would like your union rep to be present but your supervisor refuses to wait to arrange union representation, go to the meeting. However, do not answer any questions; continue to ask for your union rep. Refusing to go to the meeting could result in a charge of insubordination.

The key takeaway is: YOU MUST ASK FOR UNION REPRESENTATION! For example: "I can answer questions once my union rep arrives." Your supervisor is not required to ask if you would like a representative from the union join the meeting. However, you have the right to union representation. These are your Weingarten rights; they are protected by labor law.

Membership Drive: We did sign up a few new members. Sherie recommended having a second membership drive since many people were busy at the end of the semester. One suggestion was to have a CSEA table at the next in-service.

CSEA Delegate Vote: Loren Mindell and Cheryl

Chapter Meeting Summary for May Continued

Brown were chosen by secret ballot to attend this year's CSEA conference in Sacramento. Jason Thornell will be an alternate if either Loren or Cheryl cannot attend.

Complaint Process: SBCC currently does not have a complaint process for non Title IX complaints. The college is working on a timeline and process.

Guided Pathways: Any classified staff that want to be involved with Guided Pathways can be. Beth Taylor-Schott has more information. CSEA may request a Guided Pathways workshop just for classified so more classified can attend.

Chapter Meeting Minutes

Chapter meeting minutes are now available online at our SBCC CSEA website. To read the meeting minutes, [click here](#).

CSEA Victory Club Needs YOU!

Help protect the rights of classified school employees by joining the the non-partisan Victory Club. The Victory Club is CSEA's Political Education Fund. It enables CSEA's political arm to reach federal, state and local candidates. Victory Club funds are used to protect our pensions, help elect education-friendly candidates and pass local school bonds. Together we can win the rights, retirement, and respect that classified employees have earned through their dedication to public education and to the students we serve.

Any CSEA member can join. There are different levels of membership. Costs of membership are very small but help make a huge difference. You may choose to pay though payroll or PERS deductions.

Upon joining, you will receive the newly designed Victory Club pin in recognition of your important contribution. If you are already a member, please submit the new Victory Club application today so

Victory Club Continued

that CSEA can convert your membership to the new Victory Club and send you the new Victory Club pin. For additional information on the new Victory Club or for an application, please visit csea.com/victoryclub.

Give Your Feedback on this Year's Resolutions

Eight resolutions have been certified for submission to the 2018 Conference. The chapter will discuss the resolutions at an upcoming chapter meeting, or you can give your input on the resolutions to any of the chapter leadership or conference delegates. Delegates will be the ones to vote on the resolutions on behalf of the chapter at this year's conference.

This year's resolutions are:

1. Addressing Supreme Court Decision on Service Fees
2. Amended SB 1626 School Security Training
3. Direct Representation of the Retiree Unit on the CSEA
4. Board of Directors Stabilize the California State Budget by Reforming Commercial and Industrial Property Taxes
5. Resolution to be Submitted to CSEA Amending Online Voting Requirements
6. CSEA Jurisdiction
7. Supplemental Member Education and Training Fund
8. Retiring Employees Orientation

Executive Board Officers

President – Liz Auchincloss

Vice President - Cindy Salazar

Treasurer – Carlos Macias

Secretary – Sherie Higgins

Communications Officer – Regina Reese

Chief Union Steward – Jason Thornell

Site Rep Coordinator – Mary Saragosa

election
2018

CSEA is Proud to Endorse

the following State Constitutional Candidates for the 2018 elections



Governor
Gavin Newsom



Lieutenant Governor
Dr. Ed Hernandez



Attorney General (Dual)
Xavier Becerra



Attorney General (Dual)
Dave Jones



Treasurer
Fiona Ma



Controller
Betty Yee



Secretary of State
Alex Padilla



Insurance Commissioner
Ricardo Lara



Superintendent of
Public Instruction
Tony Thurmond



California School
Employees Association

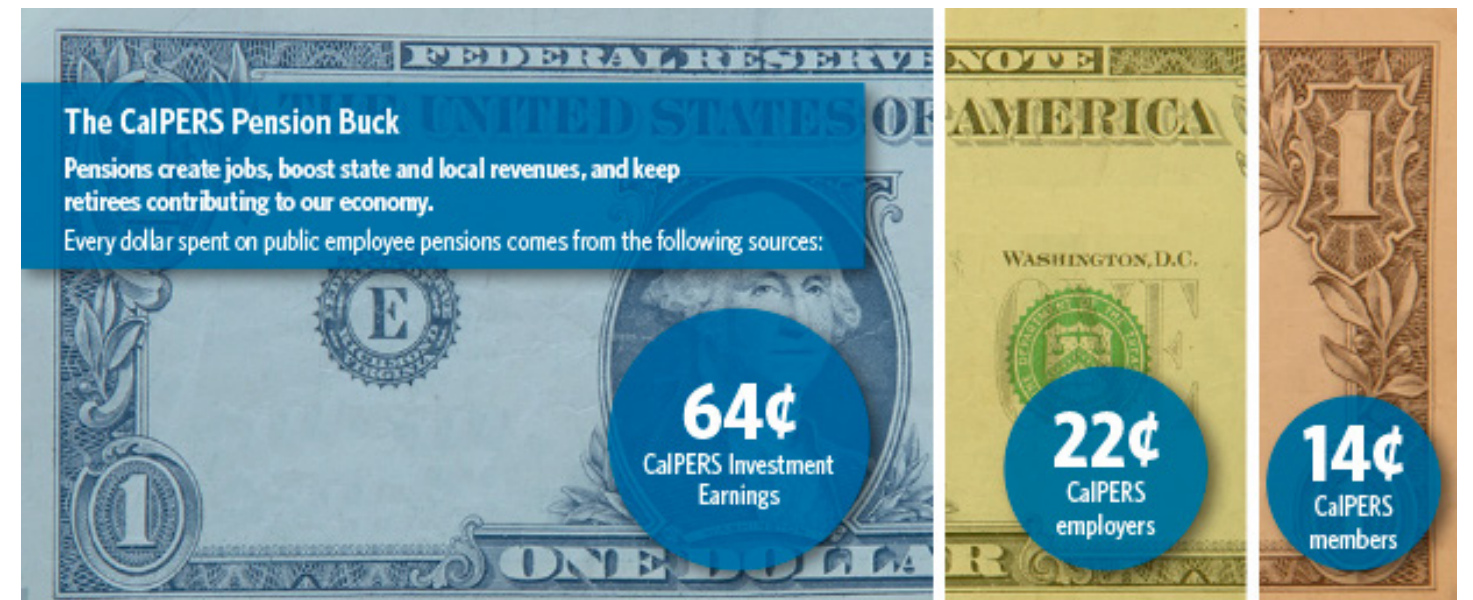
AED

Remembering those who made the ultimate sacrifice.

**CSEA wishes all
a thoughtful Memorial Day.**



California School Employees Association



In fiscal year 2012, CalPERS paid out more than \$15 billion in pension benefits using investment income and contributions from participating public employers and their employees (our members). Public employees who are CalPERS members contribute between 8-11 percent of their take home pay to help fund their own pensions.

Pensions Pay It Forward. According to the 2010 Economic Impacts of CalPERS Pension Payments Report:

- More than 93,000 jobs created.
- More than \$600 million added to California's coffers from sales and property tax.
- CalPERS pension payments boosted California's economy by at least \$26 billion.



(Fold on dotted lines, remove adhesive backing and apply pressure to secure for mailing.)

VICTORY CLUB

HELP BUILD THE POLITICAL STRENGTH OF CLASSIFIED EMPLOYEES!

Support CSEA's Political Education Fund



Authorization for Voluntary Payroll Deduction

✓ YES! I want to join the **VICTORY CLUB** and have my voice and the voice of all classified employees heard in California and Washington, DC.

I authorize _____ (EMPLOYER/PERS) to withhold the following amount monthly to support the CSEA Political Education Fund.

LAST NAME, FIRST NAME, MIDDLE INITIAL - PLEASE PRINT _____ EMAIL ADDRESS _____

HOME ADDRESS _____ CITY _____ ZIP _____

CSEA ID NUMBER* _____ (OR) SOCIAL SECURITY NUMBER* _____ CSEA CHAPTER NUMBER / RETIREE DISTRICT _____

() _____ () _____
DAYTIME TELEPHONE HOME TELEPHONE

* Your CSEA ID number or Social Security number is needed to initiate a payroll deduction for the contribution you have agreed to make. CSEA shall maintain the confidentiality of your Social Security number and will not disclose it to third parties.

MONTHLY PAYROLL DEDUCTION (For Active Members, Staff and PERS Retirees):

\$3.00 _____ \$5.00 _____ \$10.00 _____ Other \$ _____

I am a current Victory Club dues deduction member and I want to rejoin the Victory Club and increase my monthly deduction by \$ _____ / month.

I am a current Victory Club dues deduction member and I want to rejoin the Victory Club.

I do not want to be a member at this time but would like to make a donation of \$ _____.

ALTERNATE ANNUAL CONTRIBUTION (Only for Retirees who are not PERS Members):

\$3.00 _____ \$5.00 _____ \$10.00 _____ Other \$ _____

I am currently an annual contributor and I want to increase my annual contribution by \$ _____.

I am currently an annual contributor and I want to renew my annual membership for \$ _____.

Place check, made payable to CSEA Victory Club, and application in an envelope and mail to CSEA (Address on reverse side of this card).

I understand that my contributions will be used to advance the political interests of classified employees, public education, working families, and the labor movement by supporting federal, state and local candidates, and that any contributions over \$200 per calendar year will be used to support or oppose ballot measures and pass school bonds and parcel taxes. I understand that this authorization is voluntary and that I may refuse to contribute without reprisal. The amounts shown are only suggestions. You are free to indicate any amount you choose and there will be no favor or disadvantage by reason of the amount of your contribution or your decision not to contribute. This authorization may be revoked in writing at any time.

Contributions to the CSEA Political Education Fund are not deductible for federal income tax purposes. The effective date will be the date of the next payroll following receipt of this application by the employer.



YES NO
VICTORY CLUB PIN RECEIVED

DATE _____ MEMBER'S SIGNATURE _____

California School Employees Association



TOP-NOTCH representation & more!

A variety of benefits to CSEA membership

Fighting for you on the job, helping you at home

As a member of the best union for classified employees, you not only have access to experienced, full-time labor relations representatives, but also a variety of other benefits that will save you money and improve your life.

As a CSEA member, you automatically receive a \$5,000 life insurance policy. Since CSEA is a member of the AFL-CIO, you also receive a \$10,000 policy from Union Plus, AFL-CIO's benefit department. That policy doubles if a death occurs on the job, or going to or from work.

CSEA Member Benefits offers a variety of discounts and exclusive offers, including but not limited to:

- Free legal advice for personal matters
- Entertainment discounts
- Restaurant discounts
- New and used car buying service
- Scholarships for members and their dependents
- Auto and homeowners coverage
- Assistance with becoming a citizen
- Career grants for members
- Discounts continue after retirement

Be sure to check CSEA Member Benefits (online at csea.com/store) and Union Plus before making purchases to see how you can take advantage of these deals.

And through Union Plus (located online at unionplus.org), CSEA members have access to even more discounts and services!