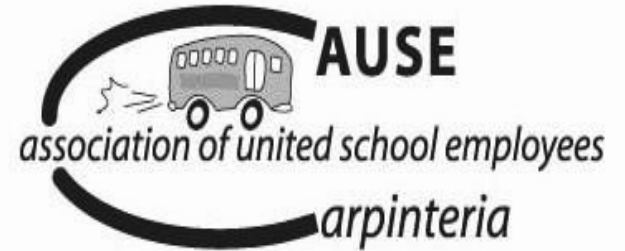


# C.A.U.S.E.



*union:*

an organized association of workers, often in a trade or profession, formed to protect and further their rights and interests

# New Employee Orientation: “Union 101”

- Contract Oversight & Maintenance
- Legal Defense and Professional Advocacy
- Organized Outreach to Community
- Retirement Assistance
- Collective Bargaining (Contract Negotiations)
- School Board Candidates / Endorsement and Campaign Support
- Professional Training & Seminars
- Advocacy for Students, their Families, and Effective Educational Programs
- Notification & Education on Recent Contract Agreements
- Advocacy on Professional Issues, Trends, & Policies
- Legislative Education
- Guidance on Major Medical Events / Access to Leave (Local & Federal)

## Union Membership vs. Unit Membership:

Certificated & Classified District employees are ALL members of our collective-bargaining unit; however, union membership and unit membership receive different services.

# Union Membership

- “Union Membership” - most Carpinteria Unified District employees choose to formally join the union.
- Benefits of Membership:
  - increased legal advocacy (\$\$\$) beyond our local treasury (incl. a \$1,000,000 personal liability insurance)
  - contract enforcement
  - the right to participate & vote in local union elections and initiatives
  - increased influence on matters of professional interest / educational efficacy
  - clarify to CUSD administration & School Board that employees are organized around their professional interests

# Union Membership

- How to Join the Union:
  - Complete a simple enrollment form online
  - Dues are collected monthly:
    - Certificated - set rate
    - Classified - proportionate to wages

## Unit Membership:

- All “Unit Members” are passively represented by Union leadership:
  - No voting rights
  - Limited advocacy
    - Professionally
    - Legally
    - Financially

# How are union dues used?

## 1. Legal Support

- a. Access to legal defense grants
- b. High quality legal advocacy

## 2. Access to Regional Representatives

- a. Membership materials
- b. Technology support for membership and membership maintenance
- c. Taxes, Fees (“per capitas”) to American Federation of Teachers and California Federation of Teachers

## 3. Collective Bargaining costs

## 4. Union Release Time

## 5. Copying and Media costs

## 6. Survey Tools

# Ways to Participate in the Union

## Become a UNION member

- Provide feedback on topics of interest
- Participate in surveys
- Shape employee positions on policy & workload

## District Participation

- Serve on District Committees (e.g. Safety, School Site Council)
- Serve as a site-representative
- Participate in an elected role:
  - *President, Vice-President, Treasurer, Secretary, Membership Advocate*

## Community Outreach:

- Coastal View News
  - Op Ed Pieces
  - Letter to the Editor
- Attend Board Meetings
- Participate in group actions @ CUSD Board Meetings
- Campaign support
- Distributing informational flyers