

What does CSEA
do for me?

Outside Influences

November 2002

Whether you're registered as a Republican, Democrat, Green Party or Independent ... or even if you're not a registered voter ... one thing is for certain: As a classified school employee, your job security, salary, medical benefits coverage ... *in fact*, every facet of your employment is the subject of outside oversight. Oversight may be at the local school board level, in the State Legislature, the halls of Congress or in the offices of one of the many government agencies that are charged with overseeing public education. Decisions reached hundreds or thousands of miles away by politicians have a very direct impact upon the lives of every CSEA member and their family.

The founding members of CSEA realized the role that outside political oversight plays in the welfare of classified employees. In fact, the major issue that CSEA was originally organized around ... the need for a retirement plan ... was realized in 1928, as a result of CSEA-supported legislation. Much has changed since 1928, but the impact of outside oversight and the need for political action - if anything - has intensified.

CSEA has more than met the challenge for classified employees in California. To realize this, one need only look over the record of CSEA-supported legislation that Governor Gray Davis has signed over the past several years:

- ◆ Retiree Death Benefit Increase
- ◆ Grant "Whistleblower" Protections to Classified Employees
- ◆ PERS Pension Benefit Increase, 2% at 55 Based on Highest Year Compensation
- ◆ Fair Share Fees
- ◆ Right to Negotiate Binding Arbitration
- ◆ Right to Return to Former Position if Employee Fails to Make Probation
- ◆ \$1,000 Per Paraeducator for Training
- ◆ Eliminate PERS Contribution Offset
- ◆ Extend Sunset Provisions for Speech-Language Pathology Aides
- ◆ All LAUSD Employment Counts Toward Increased Retirement Benefits Under SB 400
- ◆ CSEA Appoints All Classified Community College Task Force Members
- ◆ Contracting-Out Safeguards
- ◆ Clarify Paraeducator Requirements
- ◆ "Sunshine" Hiring of Short-Term Employees
- ◆ Use of Sick Leave to Care for Family Members

These are but a few of the ways in which CSEA has protected and enhanced classified employees' rights in recent years.

Members can be assured that their organization will continue to defend against those outside influences that would diminish the rights of classified employees and, further, that their union is continuing to build upon those rights and benefits that we already enjoy.



AFL-CIO

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

CSEA Rancho Cucamonga Field Office
10211 Trademark Street, Unit A ♦ Rancho Cucamonga, CA 91730
Phone: (909) 466-1006 / (800) 526-9297 ♦ Fax: (909) 466-1105

Visit CSEA on the web at: www.csea.com