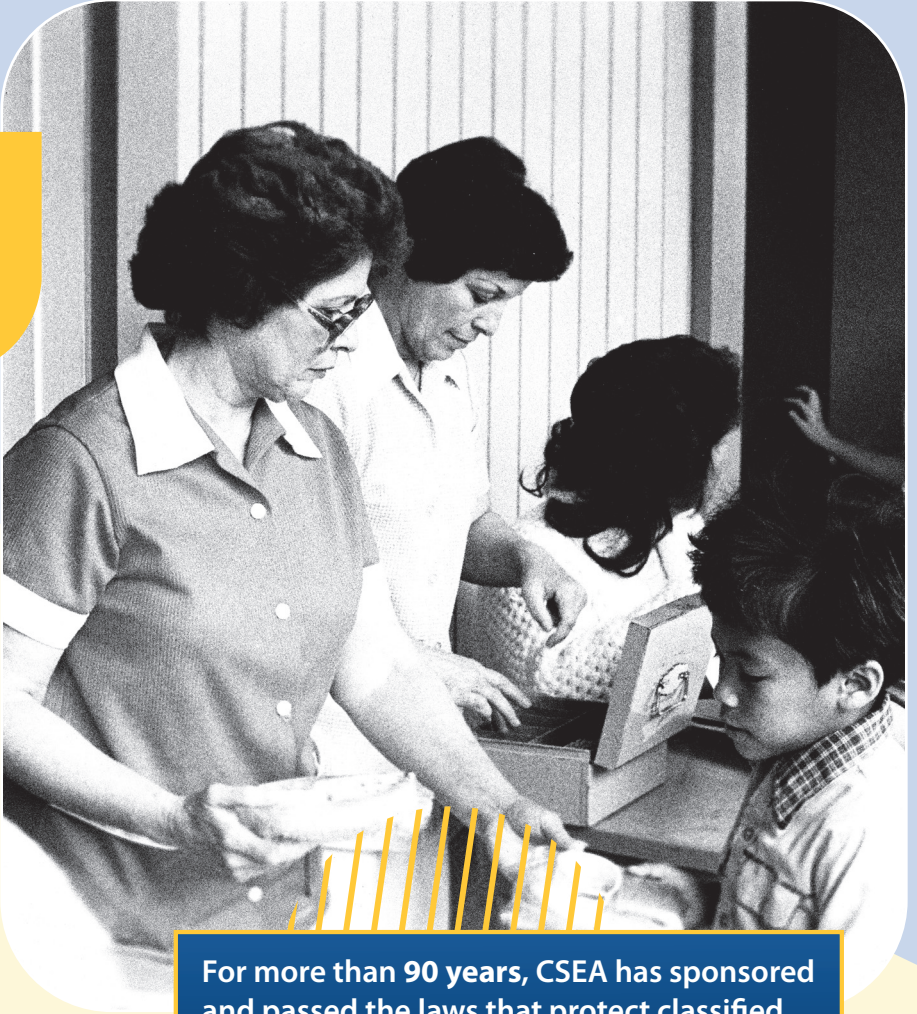


CSEA Wrote the Book



For more than 90 years, CSEA has sponsored and passed the laws that protect classified employees. This booklet describes some of the highlights of our legislative victories.



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“Before CSEA began to work on legislation, classified workers had nothing. Now, classified leaders from other states are astounded because we are the only state in the country that has an entire section of laws for our protection ... and these laws exist because of the hard work by CSEA and its members. Truly, CSEA is the most important thing that ever happened to classified workers— it changed our lives, gave us hope and a future.”

*— Bill Parker
Retired CSEA Legislative Committee chair
and committee member for 26 years*

A Legacy of Advocacy

More than 90 years ago, CSEA was born when a small group of Oakland school custodians joined together to fight for retirement rights for classified school employees. They believed it was wrong for school employees to work their entire careers in our public schools and, in the end, retire with nothing. The efforts of CSEA's founding members led to guaranteed retirement security for all school employees, who are now a part of the largest and most powerful retirement system in the country, the California Public Employees Retirement System (CalPERS).

Right from the beginning, CSEA established a presence in the State Capitol, where laws are written. CSEA's leaders and Founder William Schwartz worked tirelessly to convince state legislators to sponsor and pass laws that protected classified employees, enhanced rights on the job, and benefited public education as a whole.

In the following pages, you'll see just how much CSEA has accomplished in 90 years. CSEA has had a profound influence on nearly every state law regarding classified school employees, including creating an entire section of the Education Code dedicated to the rights of classified school employees. You'll see we're not exaggerating when we say "CSEA Wrote the Book."

CSEA Members Have a Voice in the State Capitol

CSEA has a dedicated and experienced Governmental Relations (GR) team who work every day for classified school employees. They fight to protect classified employees from harmful laws and work to pass laws that provide classified employees with greater labor protections, improved working conditions and better healthcare and retirement laws. CSEA's GR team also works hard to protect education funding and fights ongoing efforts to use education dollars for other state programs. CSEA is still the voice for classified employees in the State Capitol.

CSEA is a member-governed organization and classified employees decide which issues CSEA's GR staff work on. When CSEA members believe there is a problem with state law, they can and do change the law. This is done through CSEA's resolution process. Any CSEA member can propose a bill idea, which is analyzed by CSEA member committees and voted on by CSEA members at our annual conference. GR staff then work to secure the bill's passage through the Legislature. They also work to protect laws already on the books.

This brochure outlines many of these important laws, and demonstrates the importance of CSEA and classified employees in public education.



Classified Employee Rights

The majority of protections and rights guaranteed to classified school employees began as CSEA-sponsored bills, written by classified employees, including the landmark “Classified Bill of Rights.”

1959

(Classified Bill of Rights) Classified employees win their own section of the Education Code known as the Classified Bill of Rights. These laws guarantee classified employees’ rights to fair wages, benefits, job classifications, leaves, merit systems and much more. The Classified Bill of Rights has been described as “the most spectacular breakthrough in legislative achievements by any single organization.”



1961

(Reorganization Rights) Classified employees win full protection of their negotiated rights regardless of how the district is reorganized.

1968

(Personnel Files) Classified employees win guaranteed access to their personnel files.

1970

(Disciplinary Actions) School districts must give classified employees adequate information about a pending disciplinary action and time to prepare a defense.

1980

(Protection Against Sterilization) School districts are prohibited from requiring classified employees to be sterilized as a condition of employment.



1999

(Whistleblower Protections) Classified employees win whistleblower protections.

2001

(Return Rights) Classified employees win the right to return to their former positions when they do not make a permanent promotion.

(Arbitration) Classified employees win the ability to bargain to refer discipline to a neutral third party.

(Classified Representatives) Classified employees gain the right to appoint a representative to a school district task force or committee.

2002

(Prohibiting Contracting-Out) School districts are prohibited from contracting-out classified work unless they satisfy 10 specific criteria.

2003

(CCC Board of Governors) Classified employees win a permanent seat on the California Community Colleges Board of Governors.

(Summer Pay Equity) Classified employees secure right to be paid on their regular salary schedule for all work in another assignment.

2012

(Single Probationary Period) Classified employees are permanent employees once they pass a single probationary period.

(60 Day Layoff Notice) Classified employees must be given a 60-day layoff notice prior to layoff.

2017

(Attorney Fees) Districts that lose lawsuits because they failed to provide wages or benefits will have to pay the attorney fees and expenses incurred by the union representing the classified employee.

2021

(Layoff Notice Parity) Creates layoff parity between classified staff and their certificated and administrative colleagues, standardizing the layoff process so all school employees receive the same March 15 layoff notice and hearing rights, regardless of job title.



Retirement and Pension Protection

CSEA was founded in 1927 to win retirement rights for classified school employees.

1928

(Retirement System) School districts with more than 500 teachers were allowed to set up a retirement system for all school workers.

1937

(Voter Approved Retirement System) The retirement law approved in 1928 was challenged in state court and overturned. In response, CSEA successfully sponsored a law establishing voter-approved retirement systems for districts with more than 800 students.

1939

(State Retirement System) School districts can join the State Employee Retirement System.

1949

(CalPERS Membership) All districts not covered by existing retirement systems must become members of the California Public Employees' Retirement System (CalPERS).

1961

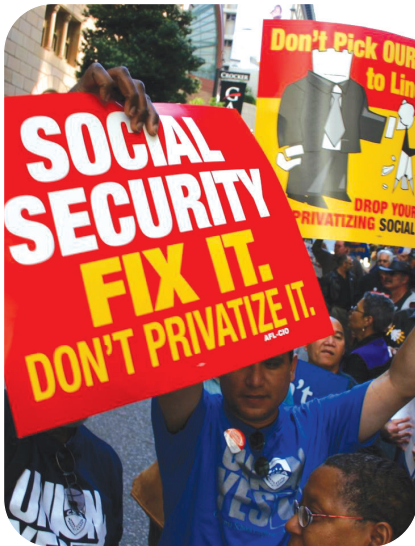
(Protection Against Forced Retirement) Classified employees cannot be forced to retire before age 70 and those working in the merit system will retain their merit status through age 70.

1982

(District-Paid CalPERS Contributions) Classified employees win the right to negotiate school district-paid CalPERS bargaining.

1987

(Survivor Benefits) Beneficiaries of CalPERS members can receive survivor benefits.



1988

(CalPERS Membership for Part-timers) School employees who work less than four hours a day win the right to negotiate to join CalPERS.

1990

(Retirement Credit) Unions can negotiate agreements stipulating that full-time workers who become part-time receive full-time retirement credit.

1999

(Retirement Equity) Landmark legislation helped classified employees achieve fair retirement benefits.

(Lump Sum Death Benefit) The lump-sum death benefit increased from \$600 to \$2,000 for classified employees who die after retirement.

(Retirement Service Credit) Classified employees are guaranteed CalPERS service credit for all time worked up to 40 hours per week and all summer school hours.

2006

(Retirement Credit for Injuries) Classified employees are guaranteed CalPERS service credit while they are on workers' compensation temporary disability leave.

2009

(Retirement Credit During Furloughs) Classified employees win retirement service credit for the time they are furloughed as a result of budget crises.

2021

(Work After Retirement) Mitigates exorbitant penalties for retirees in the California Public Employee Retirement System who inadvertently violate the working after retirement rules, including the work limitation of 960 hours per year. This bill was requested by CSEA retired annuitants and written by CSEA's Governmental Relations team.



Work Hour Protections

CSEA's efforts won a 40-hour week, overtime pay and specific work hours for classified employees.

1959

(Overtime Pay after 40) Classified employees win overtime pay, in cash or time off, for time worked in excess of 40 hours per week.

(Job Permanency) School districts are required to give their employees one-year contracts, a merit system or some other form of job permanency.

1967

(Overtime Pay After 8) School districts are required to pay overtime to employees who work more than eight hours in a day.

(Overtime Pay) Overtime guidelines are established for school employees who work less than eight hours per day.

1974

(Job Titles, Hours and Duties) School districts are required to provide classified employees with job titles and regular, specified work periods, including hours per day and days per week.

2003

(Summer Pay Equity) Classified employees secure right to be paid on their regular salary schedule for all work in another assignment.

2013

(Prior Notice) Classified employee representatives guaranteed prior written notice of not less than 15 working days of their intent to make changes that come under the scope of representation, such as start time.

2021

(Probationary Period Parity) Conforms the probationary period for community college classified employees working in non-merit districts with that of community college classified employees working in merit districts and in TK-12 districts from one year to six months. This bill was proposed by CSEA's Governmental Relations team.



Paid Time Off

Many classified employees had to work holidays and earned no vacation or sick leave until CSEA won guaranteed time off.

1939

(Leaves of Absence for Illness)

School districts can provide paid leaves of absence to classified employees with extended illnesses.

1955

(Vacation and Bereavement)

Classified employees win paid vacation and bereavement leave.

1959

(Sick Leave)

Classified employees are guaranteed one day of sick leave per month and school districts are prohibited from placing a cap on sick day accumulation.

1963

(Paid Holidays)

Classified employees win paid holidays, such as Thanksgiving and New Year's Day.

1965

(Extended Leave/Re-

employment List) School districts are allowed to extend leave time to classified employees who have exhausted their sick leave. If a classified employee is unable to return to work after the extension, he/she is put on a 39-month re-employment list.

1967

(Paid Holidays)

Classified employees win 10 paid holidays every year. If a holiday falls on a weekend, classified employees receive a weekday off preceding or following the holiday.

2003

(Personal Necessity)

Classified employees win the same rights to personal necessity leave that certificated employees receive.

2012

(Right to Reasonable Release

Time) Classified employees who are members of an employee organization win reasonable release time to enable them to participate in matters critical to the organization's mission.



Wages and Benefits

Classified employees fought for and won laws that guaranteed fair wages and benefits, including overtime eligibility, out-of-class compensation, hazard pay and uniform reimbursement.

1963

(Permanent Status) School districts must give substitute and short-term classified employees permanent status if they work more than 75 percent of the fiscal year.

1967

(Job Reclassification) Classified employees win salary increases in the event their position is reclassified.

1968

(Overtime Eligibility) Overtime eligibility for school employees is expanded to include hours worked, paid sick leave, vacation time and any other paid leave.

1969

(Out-of-Class Pay) Classified employees win additional pay for working outside their job classification.

1970

(Hazard Pay) Classified employees win the right to additional compensation for performing dangerous or unique work as part of their normal responsibilities.

(Payroll Errors) In the event of a payroll error, classified employees must receive payment from the school district within three working days of the time the error is detected.

(Salary Protection) Paraeducators win the same salary protection as teachers.

1972

(Clothing/Equipment Reimbursement) Classified employees win reimbursement from school districts for all clothing or equipment required to fulfill their job responsibilities.

2003

(Special Assignments) School districts must pay classified employees their regular salary when performing work other than their normal assignment.

(Home Purchase Program) Classified school employees win right to participate in the Extra Credit Home Purchase Assistance Program.

2017

(Noon Duty Aides) Part-time playground employees-also known as noon duty aides, noontime assistants and playground aides-earn the same rights and benefits to which classified employees are entitled in non-merit districts.

Merit Systems

Classified employees fought for and won laws that guaranteed fair wages and benefits, including overtime eligibility, out-of-class compensation, hazard pay and uniform reimbursement.

1936

(Merit System Established)

School districts are allowed to utilize merit systems to specify district hiring, promotion, transfer, dismissal and vacation policies.

1963

(Childcare Workers) Childcare workers in a merit system school district win the right to be covered by the merit system.

1967

(Merit System Adoption and Removal) School districts with an average daily attendance of less than 3,000 can adopt a merit system. If after five years the system doesn't benefit employees, it can be removed through a local ballot initiative.

(District Unification) If a school district without a merit system unifies with a merit system district, it must adopt the merit system.

1975

(Personnel Commission Appointment) Classified employees win the right to appoint a member of their district's merit system personnel commission.

1985

(Personnel Directors and Disciplinary Actions) School district personnel directors cannot make recommendations to personnel commissions regarding appealed disciplinary actions

1990

(Hearing Transparency) Districts must hold open hearings for joint appointments to personnel commissions.

2000

(Personnel Commission Appointments) Classified employees in pre-1965 merit districts win the right to elect to change the process for appointing personnel commissioners to the same process used by merit districts adopted after 1965.

Merit Systems (cont)

2003

(Shorten Reclassification Period)

Merit districts required to reduce reclassification periods from three to two years.

2018

(Part-time Playground Positions)

All part-time playground employees in merit districts and colleges earn the right to be included in the classified service.

2020

(Legal Counsel) Authorizes a merit-based school or community college district's personnel commission to select its own attorney rather than having to use the district's attorney if a majority of the commission declares that a conflict of interest exists between the commission and the district. This amends previously existing law where only school district legal counsel could determine if a legal conflict of interest exists.

2021

(Merit System Election Reform)

Ensures fairness in the election process when classified employees are voting to become a merit system. Specifically, ensures a secret ballot, provides classified representation on tabulation committees, ensures fair election communications, and clarifies that election procedures and processes are bargainable. This bill was proposed by three CSEA chapters and approved by delegates as CSEA's 2020 Annual Conference.



Defining Classified Work

Job opportunities for classified employees were greatly expanded through CSEA-sponsored legislation defining classified work.

1965

(Classified Positions) Classified employees are eligible for all district positions not requiring certification.

1968

(Instructional Aides) School districts must adopt the common title of “instructional aide” and classify the position as part-time instead of short-term, making the position eligible for pro-rated benefits.

1971

(Promotional Opportunities) Classified employees win the right to serve in many middle management-level positions, such as personnel manager, food service director and budget officer, after certification and other job requirements are removed.

1973

(Assignment Rights) Classified employees win the right to a copy of their job classification, salary data, assignments or work location, duty hours and prescribed work week upon being hired or changing positions.

1985

(Job Protections) School districts can only employ a substitute to replace a classified worker who is temporarily absent from duty or to fill a vacant position that is in the process of being filled.

2001

(Short-term Employees) Before hiring short-term employees, school districts must specify the work that needs to be performed and the starting/ending date of service.

2011

(County Boards of Education) Classified employees win the right to run for County Boards of Education.

(Promotion and Probationary Periods) Classified employees win permanent status once they pass a single probationary period.



Guaranteed Insurance Benefits

Employer-provided insurance programs, like group life and unemployment, didn't exist for classified employees until CSEA successfully lobbied for them.

1941

(Group Life Insurance) Classified employees win the right to join a group life insurance plan and have their premiums deducted from their salary.

1963

(Part-Time Benefits) School districts must provide a pro-rated share of insurance and benefits to part-time classified employees.

(Insurance Payroll Deductions) School districts must offer all employees payroll deductions for group life and health insurance.

1971

(Unemployment Insurance) Classified employees win right to unemployment insurance.

2005

(Healthcare School Pool) School districts are required to examine the cost and feasibility of creating a school healthcare pool to cover all school employees.



Professional Development and Career Opportunities

CSEA-sponsored legislation has expanded career opportunities for classified employees.

1941

(Training) School districts can provide training sessions to classified employees and must cover the costs of providing those trainings.

1965

(Unpaid Leaves for Training) School employees win right to take unpaid leaves of absence to participate in training.

1967

(Work-Savings Awards Programs) School districts must establish Suggestions Awards Programs that reward employees for work-saving ideas.

1972

(Residency Requirements) School districts are prohibited from using residence-weighted examinations or imposing residency requirements as conditions of employment.

(Disclosure of Vacancies) School districts without merit systems must post notices of tests, vacancies and transfer opportunities no later than 15 working days before the final filing date.

2013

(Staff Development) School districts required to set aside funding for professional development and training for classified school employees from existing professional development funds.



School Funding for Classified

Our job security has been increased by CSEA-sponsored legislation defining the funding of classified positions

1949

(Food Service Workers) School districts are allowed to pay food service workers from the district's general fund.

1963

(Food Service Workers) School districts must pay food service workers from the district's general fund.

1967

(Job Status and Rights) Classified employees maintain their job status and rights regardless of how their positions are funded.

1974

(Job Protections) Classified employees win the prohibition of converting classified positions to "restricted" positions through the use of federal or state funds.

2001

(PERS Offset Repealed) The CalPERS contribution offset, which financially punished school districts when they hired more classified employees, was repealed.

2012

(Transportation Funding) Classified employees win a restoration of \$248

million to eliminate a cut that disproportionately affected school transportation programs.

2019

(Education Finance) Ensures a \$100 million state budget increase in training, funding and other programs for classified school employees.

2020

(COVID Equipment) CSEA worked with the Governor's office and members of the California Legislature to secure \$100 million for K-12 districts and childcare centers to cover school cleaning expenses and the purchase of personal protective equipment.

2021

(Historic Funding) The budget passed in June 2021 provides record-level funding for public education of over \$90 billion, well over the Proposition 98 minimum funding guarantee.

2021

(Paraeducator Funding) \$456 million in 2021 is allocated to re-hire laid off paraeducators, hire additional new paraeducators, and bring students and staff safely back to school.



Workplace Safety

For more than 50 years, CSEA has shown that classified employees see workplace safety and safety for schoolchildren as one and the same.

1968

(School Bus Stop Signs) All school buses are required to have “Stop When Red Lights Flash” signs.

1974

(Campus Safety and Weapons) Classified employees are legally authorized to seize weapons found on campuses.

1977

(School Bus Safety) School districts must monitor school bus routes and schedules, and establish procedures for notifying the California Highway Patrol if a school bus is unreasonably overdue on a route.

(Hijackings Training) School districts must provide bus drivers with training on school bus hijackings.

1982

(Hazardous Materials) The California Department of Education must distribute information to all districts regarding the safe handling, storage and disposal of any hazardous or toxic substances used on school property.

1985

(Bus Driver Certification) California Highway Patrol must establish procedures and guidelines that specify the circumstances warranting the suspension or revocation of a school bus driver’s certificate.

1990

(School Bus Safety) School bus drivers can ask local law enforcement agencies to issue warning letters to registered owners of vehicles that pass stopped school buses that have their red lights flashing.



Workplace Safety (Cont)

2008

(Community College Emergency Plans) Community college districts are required to implement Standardized Emergency Medical Systems (SEMS) or other emergency preparedness plans and must conduct annual emergency preparedness training sessions for all classified employees.



2018

(School Safety Plans) All K-12 public schools are required to have an in-depth safety plan. The new law expands safety measures, such as adding procedures of how to respond to active shooter situations.

2019

(School safety) All school security employees receive the right to basic training regardless of the number of hours they work.

2020

(Workers' Compensation) Defines "injury" for an employee to include illness or death resulting from COVID-19, and creates a rebuttable presumption that an injury that develops or manifests itself within fourteen days of the employee physically reporting to work arose out of and in the course of the employment.

Union and Political Rights

Our union & political rights are guaranteed because of CSEA's lobbying success.

1961

(Right to Join a Union) Classified employees win the right to join a union, and school districts are prohibited from harassing or interfering with workers who belong to a union.

1967

(Advisory Councils) School districts cannot establish or maintain an "advisory council" for its classified employees when a union is present in the district.

1970

(Legal Representation) Unions win the right to represent classified employees who file a lawsuit against a school district.

1975

(Collective Bargaining Rights) Classified employees win collective bargaining rights.

1976

(Political Rights) Classified employees win the right to participate in political activities without fear of retaliation from school districts.

1987

(Seniority Rights) Unions can negotiate with school districts on the hire date to be used (for seniority purposes) for layoffs and re-employment.



Union and Political Rights (cont)

2000

(Fair-Share Fees) Every classified employee covered by a collective bargaining agreement is required to pay a fee for representational services.

2011

(Collective Bargaining Rights for Playground Aides) Playground aides and noon-duty aides win collective bargaining rights.

2012

(Right to Reasonable Release Time) Classified employees who are members of an employee organization win reasonable release time to enable them to participate in matters critical to the organization's mission.

2017

(New Employee Information) School districts and public employers are required to provide unions with access to their new employee orientations and a list of new employees within 10 days.

2021

(Employee Contact List) This bill enforces existing law that requires public employers to provide employee organizations with contact information for their employees. The Public Employee Relations Board (PERB) is given the discretion to assess an appropriate penalty of up to \$10,000 depending on the employer's size and severity of the violation. This bill was proposed by our CSEA Legal Department.



Election Victories

CSEA's efforts are not limited to legislative victories for classified employees. CSEA also protects classified employees' rights and fiercely fights ongoing attacks during election season.

CSEA and our allies go directly to the voters when our members are attacked and to protect education funding. CSEA has won in major elections, earning respect throughout the state for our willingness to walk precincts, phone bank and talk to voters about initiatives important to classified employees and public education.

1980

(Education Funding) Proposition 9, an initiative that would have slashed state revenues and severely impacted education funding, was defeated by a 3-to-2 margin.

1988

(Education Funding) Proposition 72, an initiative that would have cut billions from the state budget and diverted funding from education to transportation, was soundly defeated.

(Education Funding) Proposition 98, which constitutionally guarantees a base level of funding for public schools and community colleges, was narrowly approved with the tireless support of CSEA and our friends in education.

1992

(Pension Protection) Voters approved Proposition 162, which stopped politicians from raiding public pensions to balance state and local government budgets.

(Balance of Power) Proposition 165, which would have granted unchecked power to the governor in the state budget process and allowed the governor to impose furloughs and salary cuts on state employees, was defeated.

1993

(School Vouchers) Voters soundly defeated Proposition 174, which would have diverted public education funding to private schools through a voucher system.

1998

(Education Funding) Voters defeated Proposition 223, which would have restricted the way that school districts could spend their funds and imposed devastating fines on school districts that were unable to comply.

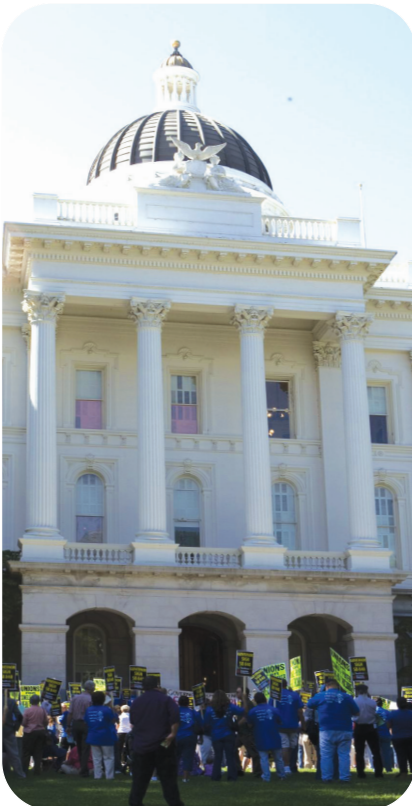
(Union Rights) Voters rejected Proposition 226, which was designed to silence workers and their unions by restricting the way dues were collected.

(Job Rights) Voters overwhelmingly rejected Proposition 8, a class-size reduction proposal that would have granted school principals the authority to remove any employee from a school without due process.

2000

(School Vouchers) Another school voucher initiative was rejected by Californians, this time by 70 percent of voters.

(School Bonds) Voters approved Proposition 39, which made it easier for local communities to approve school bonds initiatives by lowering the approval threshold to 55 percent.



2005

(Union Rights) Anti-worker groups came up with another initiative designed to silence unions with Proposition 75, which would have added obstacles to the collection of union dues. Again, it was defeated.

(Education Funding) Voters rejected Proposition 76, which would have overturned minimum funding guarantees for public education and allowed the governor to arbitrarily reduce school funding. The rejection of this and Proposition 75 in November 2005 was seen as a turning point in the tumultuous governorship of Arnold Schwarzenegger.

2010

(On Time State Budget) Proposition 25 lowered the threshold required in both houses of the Legislature required to approve a budget and authorized the state controller to withhold paychecks to state lawmakers if the deadlines passed without a budget approval.

2012

(Education Funding) Californians reaffirmed their support of public education when voters approved Proposition 30, which levied a tax increase on the state's wealthiest people to provide a significant funding increase to public education.



(Union Rights) Anti-union groups for a third time attempted to silence workers and their unions by pushing an initiative that would have changed the way dues are collected and utilized. Voters saw through the rhetoric and rejected Proposition 32.

2020

(Pro-labor Candidates) With the efforts of thousands of CSEA members who volunteered, the Association was able to see the vast majority of pro-labor candidates succeed in the 2020 election. Among them are President Joe Biden and Vice President Kamala Harris

2021

(Gubernatorial Recall Election) Governor Gavin Newsom, a staunch supporter of public education, won the gubernatorial recall election with 65 percent of the vote. Labor organizations, including CSEA, were key to Newsom's landslide victory.

2021

(CalPERS election) After months of hard work from CSEA members and retirees, our very own Jose Luis Pacheco won his election to the CalPERS Board of Administration Position B seat and incumbent David Miller retained his position A seat, ensuring strong representation for protecting retirement benefits.

2021

(Transitional Kindergarten) This bill expands transitional kindergarten to all four-year-olds regardless of birth date. More students will be phased in each year until the program is fully universal for all four-year-olds in 2025-2026. This bill was proposed by two CSEA chapters and approved by delegates at CSEA's 2019 annual conference. The appropriations and much of the policy from this bill were incorporated into the 2021 state budget enacted in early July.



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VICTORY CLUB

HELP BUILD THE POLITICAL STRENGTH OF CLASSIFIED EMPLOYEES!

Support CSEA's Political Education Fund



Your Victory Club Contribution Will Help CSEA:

- Elect Pro-Classified School Board Members
- Protect Classified Employees Rights, Retirement and Job Security
- Give Classified Employees a Powerful Voice

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 _____ PERSONAL EMAIL ADDRESS _____

HOME ADDRESS _____ CITY _____ STATE _____ ZIP _____

CSEA ID NUMBER* _____ (OR) LAST 4-DIGITS OF SOCIAL SECURITY NUMBER* _____ CSEA CHAPTER NUMBER / RETIREE DISTRICT _____

() CELL PHONE _____ () HOME PHONE _____ () WORK PHONE _____

* 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.

YES! I WANT TO JOIN THE VICTORY CLUB BY MONTHLY PAYROLL DEDUCTION

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

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

ALTERNATE CONTRIBUTION

I would like to make a one-time donation of:

\$30.00 \$50.00 \$100.00 Other \$ _____

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

DIRECTIONS: Place check, made payable to CSEA Victory Club, and this application (printed) in an envelope and mail to CSEA:
California School Employees Association
2045 Lundy Ave, San Jose CA 95131-9927



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 _____ RECRUITED BY _____

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Our Mission

To improve the lives of our members, students and community



California School Employees Association

