

Building Our Union On Day One!



Member Outreach Packet



@AFSCMECouncil36



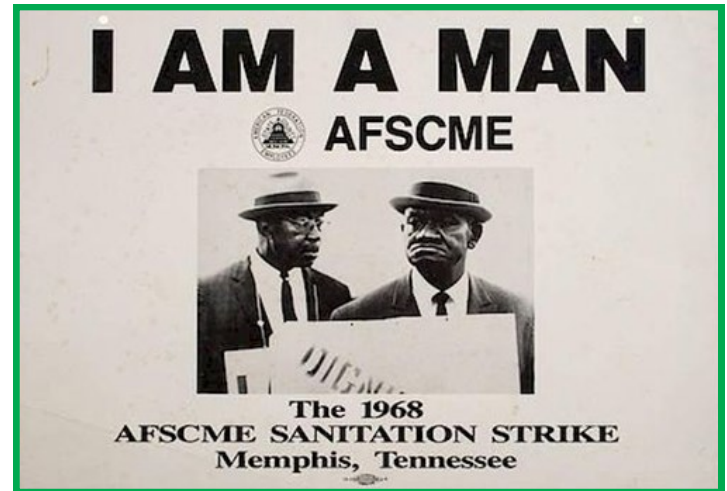
@AFSCME36

WWW.AFSCME36.ORG

WHO ARE WE?

International Level

- Formed in 1932, the American Federation of State, County and Municipal Employees (AFSCME) is the most powerful union representing 1.6 million public and private workers.
- AFSCME International Union (IU), based in Washington, D.C., coordinates actions on national policy issues such as retirement security/pensions, outsourcing, healthcare and workplace safety.
- AFSCME has 3,400 Local Unions in 46 states, the District of Columbia and Puerto Rico.



Local Level

- District Council 36 (Southern California Chapter) represents over 60 autonomous locals totaling over 25,000 workers.
- Each autonomous Local Union affiliate writes its own constitution, oversees its own treasury, and elects its own officers and stewards.
- Each local has its own union representative to enforce and negotiate a contract.
- Everything is decided through a protected democratic process.



WHAT WE DO

Collective Bargaining
Member Representation
Communications
Job Health and Safety Assistance
Leadership Training and Ongoing Education
Legal Counsel
Legislative Lobbying
Internal Organizing & Membership Engagement Strategies
Political Action
Public Relations/Media
Research
Education
Administrative support

WHAT WE FIGHT FOR

Collective Bargaining Rights
Employment Security
Job Classification Standards
Employer Health/Vision/Dental Plans
A Living Wage
Family and Medical Leave Act (FMLA)
Better Working Conditions
Overtime Pay
Paid Vacation
Pensions
Anti-Discrimination
Holidays Off
Labor Management Committees

THE UNION DIFFERENCE

UNION JOB

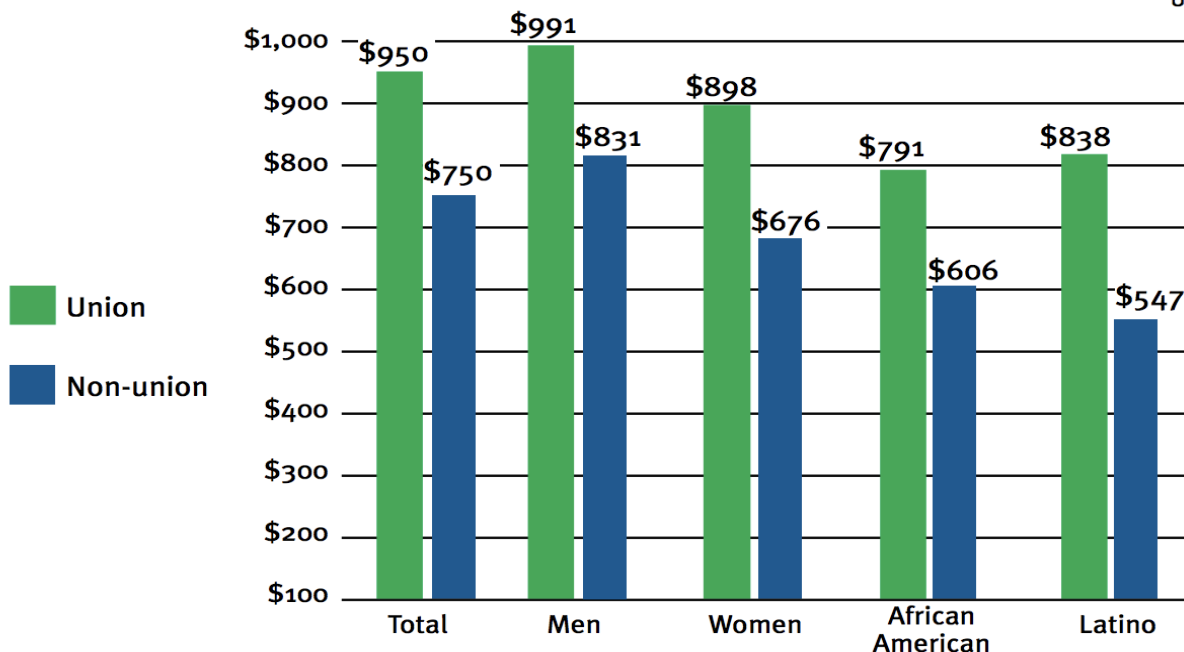
- 1** Wages, benefits and working conditions are protected by a legal contract.
- 2** A contract spells out how much each worker earns.
- 3** Unions negotiate raises for everyone. Members vote on the contract, and if they feel it's unfair, they may vote it down.
- 4** If you are unfairly disciplined, unions provide due process to protect against unscrupulous supervisors.
- 5** If you don't like something at work, you can work together with your union to change it.

NON-UNION JOB

- 1** Management can change wages, benefits and working conditions unilaterally.
- 2** No one knows how much anyone else earns. Disparate treatment/favoritism exists.
- 3** If you want a raise you must plead your case to a supervisor or manager
- 4** If you are unfairly disciplined, you are on your own (at-will employee). You are subject solely to policy.
- 5** If you don't like something at work, you are at the mercy of management.

Union Members Earn More

Source: Bureau of Labor Statistics, January 2014
Union Members – 2013





The Benefits of Solidarity

These benefits are available only to AFSCME members.

Auto & Home Insurance

Save on the cost of insuring your vehicle and home through the AFSCME Advantage auto and home insurance program.

Car & Truck Rentals

Save up to 25% on car rentals with Avis, Budget, Dollar, Hertz, Payless Car Rental, and Thrifty. Get discounts of 20% on truck rentals at Budget Truck.

Entertainment Discount

Save on movie tickets, theaters, dining, & at 50 theme parks. Download the mobile app to conveniently access savings through your smartphone, including local shopping & dining discounts.

Health

From dental, vision & hearing discounts to savings on prescriptions, AFSCME Advantage has you covered.

HotelStorm

Book a hotel with your AFSCME member discount & instantly save up to 55% on over 400,000 hotels worldwide.

Legal Service

Free & discounted legal assistance.

Life & Supplemental Insurance

Members can choose from a wide range of term life insurance protection with competitive group rates.

Mortgage Program

Members have access to a mortgage program that's specially designed for working families, complete with valuable protections you won't find anywhere else. Program is also available to your children & parents.

Motor Club

Union Plus Motor Club is a full-service motor club with emergency roadside assistance including towing, repairs & other assistance from thousands of service providers nationwide.

For a more complete guide to AFSCME discounts & savings visit:

www.afscme.org/members/advantage



IMAGINE WHAT YOU CAN ACHIEVE WITH
AFSCME FREE COLLEGE

AFSCME has partnered with Eastern Gateway Community College and Central State University to earn an online degree from an accredited school with no out-of-pocket expenses. A college degree can be your pathway to new opportunities, greater responsibility, and more earning power.



**EASTERN
GATEWAY
COMMUNITY
COLLEGE**



Earn an Associate's Degree in:

OR

Earn a Bachelor's Degree in:

- Arts**
- Criminal Justice**
- Teacher Education**
- Accounting**
- Paralegal**
- Business Management**

- Business Administration**
- Education**

Who is eligible?



AFSCME Members



Retired AFSCME Members



Family of AFSCME Members

Learn more at freecollege.afscme.org or call 888-590-9009

FORD & WALLACH

Your job is to get better. Our job is everything else.SM

Free legal advice to AFSCME members & their families

AFSCME members and their families are welcome to ask questions **FREE** of charge regarding work related injuries, return to work issues and coordination of benefits.

Scott Ford will be present at AFSCME District Council 36 every 2nd and 4th Wednesday of every month from 1:30-4:00 PM.

For more information call Ford & Wallach at (213) 380-3140 or visit www.FordWallach.com



The law firm of Ford & Wallach has a long standing relationship with the labor community and AFSCME. Ford & Wallach is the only law firm in Southern California with both attorneys and staff as union members.

AFSCME Volunteer Member Organizers

As a Volunteer Member Organizer (VMO) you can help your fellow public service workers protect their rights and build a real future for their families.



“I’m a VMO because our union is about empowering ourselves. When working people stand together, we win. What I didn’t expect is how rewarding being a VMO would be”

- Robyn Frazier, AFSCME Local 3090

Why become a VMO?

Power



VMOs build our power at the bargaining table.

Skills



VMOs get training and learn skills that are valuable in everyday life.

Growth



VMOs help grow our union.

Unity



VMOs help us unite for fair pay, benefits and respect.

To find out more about becoming a VMO, contact AFSCME District Council 36 Organizing Director Ling Esangga at lesangga@afscme36.org or (213) 305-9627.

What is PEOPLE?

Public

Employees

Organized to

Promote

Legislative

Equality



The AFSCME Agenda

- ✓ Higher Wages
- ✓ Health Care
- ✓ Health & Safety
- ✓ Undocumented Rights
- ✓ LGBTQI Rights
- ✓ Medicare & Social Security
- ✓ Pension Security
- ✓ Privatization
- ✓ Outsourcing/Automation
- ✓ Retirement Security
- ✓ State & Local Funding
- ✓ Environmental Rights
- ✓ Wealth Redistribution
- ✓ Workers' Rights

Our **PEOPLE** program is dedicated to increasing AFSCME's political power by creating a fund to support pro-worker policies and holding elected officials accountable in supporting our workers.

PEOPLE is the resources we need to codify workers' rights, raise the ceiling legislatively for workers, elect candidates who fight for us and fight back against laws that hurt us working class.

PEOPLE = Your political voice.

Start contributing today!



Jacket comes with a \$4.17 contribution or more



Local # _____ AFSCME District Council 36

Personal Information (please print)

_____	_____	_____
<i>Last</i>	<i>First</i>	<i>M.I.</i>
_____		_____
<i>Street Address</i>		<i>Apartment/Unit #</i>
_____	_____	_____
<i>City</i>	<i>State</i>	<i>ZIP Code</i>

Home Phone: _____ Cell Phone: _____

Home Email _____ Employer: _____

Worksite Address: _____ Department: _____

_____ Job Title: _____

Work Phone: _____ Hire Date: _____

Work Email: _____ Employee ID# _____

AFSCME Membership

I hereby apply for membership in Local _____ of AFSCME Council 36 (hereafter referred to as the "Union") and I agree to abide by its Constitution and Bylaws. By this application I authorize the Union, and its successor or assign, to act as my exclusive bargaining representative for purposes of collective bargaining with respect to wages, hours and other terms and conditions of employment with my employer.

Effective immediately, I hereby voluntarily authorize and direct my Employer to deduct from my paycheck regardless of whether I am or remain a member of the Union, the amount of dues certified by the Union, and as they may be adjusted periodically by the Union. I further authorize my Employer to remit such amount monthly to the Union.

This voluntary authorization and assignment shall be irrevocable, regardless of whether I am or remain a member of the Union, for a period of one year from the date of execution or until the termination date of the memorandum of understanding (if there is one) between the Employer and the Union, whichever occurs sooner, and for year to year thereafter, unless I give the Employer and the Union written notice of revocation not less than ten (10) days and not more than twenty (20) days before the end of any yearly period; provided however that any conflicting membership and deduction provisions of the applicable governing body and memorandum of understanding specifies a different or longer annual revocation period, then only that other period shall apply. The applicable memorandum of understanding is available for review, upon request. This card supersedes any prior check-off authorization card I signed.

I recognize that my authorization of dues, deductions, and the continuation of such authorization from one year to the next, is voluntary and not a condition of my employment.

Payments to the Union are not deductible as charitable donations for federal income tax purposes. However, they may be tax deductible as ordinary and necessary business expenses.

Signature: _____ **Date:** _____ Last 4 digits of Soc. Security Number: _____

AFSCME PEOPLE (Public Employees Organized to Promote Legislative Equality)

I hereby authorize my employer and associated agencies to deduct each pay period the amount certified as a voluntary contribution to be paid to the treasurer of American Federation of State, County, and Municipal Employees PEOPLE, AFSCME, AFL-CIO, P.O. Box 65334, Washington D.C. 20035-5334, to be used for the purpose of making political contributions and expenditures. My contribution is voluntary, and I understand that it is not required as a condition of membership in any organization, or as a condition of continued employment, and is free of reprisal. I understand that any contribution guideline is only a suggestion and I am free to contribute more or less than that amount and will not be favored or disadvantaged due to the amount of my contribution or refusal to contribute, and that I may revoke this authorization at any time by giving written notice.

Deduction per pay period: \$4.17 MVP \$5 MVP Other \$ _____

Signature: _____ **Date:** _____

In accordance with federal law, AFSCME PEOPLE will accept contributions only from members of AFSCME and their families. Contributions or gifts to AFSCME PEOPLE are not deductible as charitable contributions for federal tax purposes.

Please send me a Jacket (with minimum \$4.17 per pay period contribution) Circle your size (per preference availability) S M L XL 2XL 3XL

Weingarten Rights

Know Your Rights

An employee may be represented by the union at an investigatory interview with his or her supervisor when the employee reasonably believes that the interview may lead to a disciplinary action.

When an investigatory interview occurs, the following rules apply:

Rule 1 - The employee must make a clear request for Union representation before or during the interview. The employee can't be punished for making this request.

Rule 2 - After the employee makes the request, the supervisor has 3 options. They must either:

1. Grant the request and delay the interview until the Union representative arrives and has a chance to consult privately with the employee: or
2. Deny the request and end the interview immediately; or
3. Give the employee a Choice of: 1) having the interview without representation or 2) ending the interview

Tear out the Weingarten Rights card (to the right) and carry it with you.

Steward Name: _____

Local#: _____

Phone#: _____

Email: _____

American Federation of
STATE, COUNTY and MUNICIPAL EMPLOYEES, AFL-CIO
Council 36
514 Shatto Place, 3rd Floor
Los Angeles, California 90020
(213) 487-9887

AFSCME COUNCIL 36

KNOW YOUR RIGHTS

