

FAQs

Q: How much extra does it cost to join PSEA?

A: Nothing! The same amount (1.15% of your salary) is deducted from members and non-members alike. There is no difference. And, your contribution is capped at \$32.25 per month; you will never pay more than that!

Q: Why do non-members pay?

A: According to California state law, all members of a bargaining unit must pay for the benefits gained by having an exclusive representative (PSEA) negotiating and representing your interests with management.

Q: If I'm already paying, why should I be a member?

A: Really, the question is if you're already paying, why *shouldn't* you be a member? As a member of PSEA you will be able to vote on your contract, elect PSEA officials, attend meetings and special events and receive special member-only discounts on activities. Non-PSEA members are not afforded that privilege, and instead must rely on other PSEA members to make

choices for them.

B: Q: What is the benefit of an employee association like PSEA?

A: Contract negotiation, representation and the power of numbers! When employees organize together and form a union or association, they can approach employer/employee issues with one strong voice. The larger the membership, the stronger the contract. PSEA provides trained and experienced labor representatives who know your employee rights and will provide you with support when you need it.

Q: Will you represent me if I have to meet with my supervisor?

A: Yes we will! One of the most important employee rights is the right to representation. The law guarantees you the right to union representation at a meeting or investigative interview with your Supervisor that may involve discipline or may lead to discipline. Your PSEA contract guarantees that in addition to this provision, Supervisors MUST tell employees IN ADVANCE of their right to PSEA representation!

Q: What other benefits are there to joining PSEA?

- A:** PSEA Members are eligible for special benefits, such as:
- Discounted Movie Tickets
 - Ten \$1000 scholarships each year
 - Special workshops and seminars
 - The RIGHT TO VOTE on your contract.

Q: What obligations do I have as a PSEA member?

A: NONE.

Q: How Can I Get Involved?

- A:** Become a PSEA Member, attend a meeting and raise your hand! We always welcome volunteers for:
- Site Representatives for Site/Department
 - Social and Recreation Committee
 - Membership Committee
 - Legislative Committee
 - Hospitality Committee
 - Scholarship Committee

What's keeping YOU from becoming a member of PSEA?

PLEASE PRINT

Full Legal Name _____

Job title _____

Work Site _____ Employee Number _____

Email where you wish to receive PSEA information _____

Alternate Email (optional) _____

Home Address _____

City State and Zip _____

Contact Telephone Number _____

I hereby apply for membership in the Poway School Employees Association (PSEA), agree to abide by the governing documents of PSEA, and authorize it to be my exclusive representative for the purpose of meeting and conferring with the Poway Unified School District (PUSD) over hours, wages and other terms and conditions of employment.

I hereby further authorize PUSD to continue deducting from my salary and pay to PSEA the periodic dues for services provided by or through PSEA. I understand that this authorization shall remain in effect during any period in which I am on a leave of absence or on a 39-month reemployment list.

Signature _____

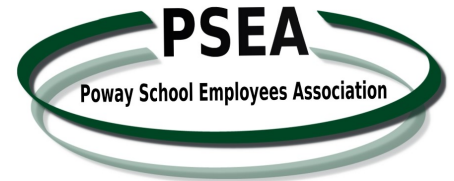
Date _____

May is Membership Month!

Refer a friend and you will both receive a gift.

Referred by: _____

Membership Application



Strength In Unity!

Send completed application to:

PSEA via intra-district mail
or mail to
Poway School Employees Association
12245 World Trade Dr., Suite H
San Diego, CA 92128

Tel: 858-842-4980