



VOICE

Bellflower Teachers Association ✨ **California Teachers Association** ✨ **National Education Association**

Rancho Cerritos United Teachers 17434 Studebaker Rd, Cerritos, CA 90703 Phone, (562) 924-9311

Site Reps Represent Members and Solve Problems

Bellflower Teachers Association is allowed 1 site representative for every 10 unit members at their work site. As a member of BTA you are entitled to Association representation in any meeting with an administrator that you feel may be disciplinary or involve dismissal proceedings. Typically, most problems arise from misunderstandings regarding contract issues which should be settled with your site administrator at your location. Site reps may offer to go see the administrator with you or you can request their presence. Many unsolved situations become “grievances” and must carefully follow the procedures outlined in Article V of the Collective Bargaining Agreement (CBA.) **Report immediately any occurrence of an administrator prohibiting the inclusion of a Building Rep to attend or participate in a meeting regarding your rights and responsibilities under the contract.**



30-Minute Duty-Free Lunch Required by Law & Contract



A minimum of thirty minutes duty-free lunch shall be provided each day including rainy day schedule. This contractual right is for all Bargaining Unit members.

The 30 minutes is included in the Bargaining Unit member’s normal on-site obligation (Article VII Sections B & E.) No meetings or activities may be scheduled during bargaining unit members’ thirty-minute duty-free lunch time. If a meeting is scheduled during lunch and following the thirty-minute duty-free time, that time is considered meeting minutes within the contract day.

Contact a Building Rep or the BTA office if you believe the thirty-minute duty-free lunch right and law is being violated.

Mondays Are Reserved for BTA

The Association schedules meetings on Monday. The District has agreed not to schedule meetings Monday, whenever possible in order to allow Bargaining Unit members to participate in union activities (Article IV Section A.)

HOW ARE MY DUES CALCULATED? WHERE DOES THE MONEY GO?

Members of our Association pay a minimum of four types of dues for a total of \$100.37 per month, eleven months this year (September 1—July 1 pay checks). The breakdown is as follows for fulltime category 1 members:

◆ NEA—National	17.19/month	189.00/year
◆ CTA—STATE	61.54/month	677.00/year
◆ BTA—CHAPTER	<u>21.64/month</u>	<u>238.00/year</u>
Totals:	\$100.37/month	\$1104.00/year

Members also donate various amounts on a voluntary basis for political action BTA-ABC (Association for Better Citizenship - our local political action fund used for School Board Elections only) and NEA-PAC. Members also make voluntary contributions to FACT which is a disaster relief fund. NEA and CTA set their dues apart from BTA. * A complete listing of the dues by category will be posted on our website: bellflowerteachers.com.



Benefits of CTA/BTA Membership



Union Members



For Public Education

- We're a part of California's leading education organization fighting for a better future and the public education all our students deserve.
- We unite with colleagues in collective action to address concerns at our worksites, as well as during contract negotiations to win better salaries, benefits and teaching and working conditions for educators and education support professionals, to better support our students.
- We're informed and play an active role in CTA's local and statewide legislative and political advocacy to strengthen public education.
- We give input and determine priorities and focus for contract bargaining proposals; we vote at contract ratifications and for all our union officers, as well as can run for and hold elected union office in our local chapter.

For Your Career

- Access to Leadership Development training opportunities sponsored by CTA at the local, regional, and statewide levels.
- Access to multiple CTA and NEA conferences, such as Good Teaching Conference, Issues Conference, GLBT Issues Conference, Human Rights Conference, ESP Conference, and Summer Institute.
- Professional Editorial subscriptions to the CTA Educator and NEA Today magazines.

For Your Rights

- Representation on all matters related to enforcing the collective bargaining agreement (contract) with the employer.
- Access to legal and professional representation and advice: • Due process rights, wage & hour issues, California Commission on Teacher Credentialing cases • Certification and classification issues • Discrimination cases under federal and state laws • Discrimination based on union activity • Retirement issues
- \$1 million in work-related liability insurance.**

For Your Wallet

- NEA Life Insurance Coverage.
- CTA Disaster Relief Fund grants.
- CTA Death & Dismemberment Insurance.
- Exclusive Discounted CTA & NEA Member Benefits programs:
 - Auto & home insurance
 - Voluntary life & disability insurance
 - Investment & financial tools and resources
 - Travel, restaurant & purchasing discounts, and many more

Non-Members



- Receive the benefits of the collectively bargained contract.
- Representation **ONLY** on matters pertaining to the collective bargaining agreement (contract).
- Give input on proposals for contract negotiations.

**Find Out More about
CTA Member Benefits at
CTAMemberBenefits.org**

CTA Member Benefits has launched www.CTAMemberBenefits.org where CTA members and leaders can access a wealth of information and benefits. Log in with your existing CTA username and password, or sign up today.

- ◆ Download or order CTA Member Benefits publications under Tools & Resources.
- ◆ Apply for life and/or disability insurance online with The Standard.
- ◆ Request an auto and home insurance quote from California Casualty.
- ◆ Log in to designate your beneficiary for the CTA Death & Dismemberment
- ◆ Plan and update your profile