



Membership dues pay for this facility

## ATTENTION DISTRICT EMPLOYEES

The Support Staff in the DCSD is asking the Board to recognize a bargaining unit.

### WHY?

For years, the support staff members in this district have received the same benefits as all employees.

### WHY TAKE MORE OUT OF YOUR PAYCHECK?

## BENEFITS NON-INSTRUCTIONAL PERSONNEL CURRENTLY RECEIVE

- **Post-Employment Benefit of 1 year of Medical Premiums paid for if worked in district 20 or more years.**
- **Temporary Duty Leave for PATH points and professional development.**
- **The same Insurance Plans and Benefits**
- **\$20,000 Term Life Policy paid by the Board**
- **An additional day's pay for those who do not use a sick day during their contractual year.**
- **6 Paid Holidays**



# **BENEFITS ARE ALWAYS BARGAINED**

**Non-Instructional Personnel receive an identical number of leave days for legal commitments, domestic violence, bereavement and illnesses.**

**The support employees also benefit from the sick-leave transfer program in place for all employees.**

**Federal labor law prohibits the District from making untrue or misleading statements about unions.**

**The union is not bound to the truth or prohibited from making promises on which it cannot deliver.**

**GRIEVANCE POLICIES AND PROCEDURES  
ARE IN PLACE FOR YOUR PROTECTION**

