Quick Reference Talking Points

Together we negotiate and gain access to:

- Job security
- Paid time off (vacation, sick, personal, bereavement)
- Free union / legal representation on the job (MEMBERS ONLY)*
- Fair pay / negotiated raises
- Health insurance benefits
- Retirement security benefits
- Discounted insurance products designed just for CSEA members.*
- Three levels of advocacy – national advocacy, statewide advocacy, and local advocacy – on OUR behalf for health insurance, worker's compensation, safety and health, retirement security, career/ professional development, legal, and legislative action
- Exclusive discount programs: enjoy benefits such as discounts for ball games, theme parks,movie tickets, home improvement services, and flexible payment programs*

* **ONLY members are entitled to union/legal representation, union-only insurance programs, discount programs, educational programs, union voting privileges, union meetings and social events.**

CSEA
NEW YORK

LOCAL 1000, AFSCME, AFL-CIO
MARY E. SULLIVAN, PRESIDENT



An Activist Guide to New Employee Orientation

New Employee Union Membership Kit Includes:

1. CSEA folder, which includes Pearl Insurance information.
2. New member packet, with information about:
   a. Why they should join CSEA
   b. Their pension
   c. EBF (if applicable)
   d. Quick Guide to Member Benefits
   e. $10,000 Accidental Death Benefit and Postage Paid Envelope
   f. PEOPLE application
3. Membership application (for you to hand out and collect when completed).
4. "Union" cling (hand out after they sign up).
5. We also recommend you give them:
   a. A list of current union officers and representatives. Include names, phone numbers, email addresses, and pictures when possible
   b. A copy of their contract
   c. A contract summary card – email cseainc.org for help making this

Quick Reference Talking Points

How long have we been organized as a union and what do we do?
Since 1910 workers have been joining together in CSEA to better their lives. We have improved our pay and retirement security and to this day allows us to keep protecting and defending our working conditions and

What are my rights as a union member?
CSEA members get to vote on their own leadership as well as their contracts. If you have any workplace questions, you can contact a union representative where you work. The members at each workplace oversee their own union. The union is not an "outsider." The union is you!

How to Conduct a New Employee Orientation:

1. Welcome them to their new job.
2. Introduce yourself, give them a brief explanation of who you are and how they can contact you.
3. Ask them why they applied for this job. Also ask what they know about unions and if they have experience as union members. If they respond by saying benefits, pay, security - explain that they are UNION-SECURED. Explain that we have won a unionized workplace here. That means we can join together to make change and have input.
4. Hold up a copy of contract/highlight card. Explain this is as much a history book as it is a contract. Explain the only reason we have a contract is because workers like them join our union.
5. Inform them of any "wins" over the past years: prevented layoffs, secured paid time off, added a longevity step, prevented outsourcing, avoided pay cuts, secured a break room, got a refrigerator fixed, a safety and health issue, anything that meant something to the workers at your worksite.
6. Explain EBF (if applicable) / Member Benefits (highlight one or two):
   a. EBF
   b. Member Benefits
   c. Pension
   d. PEOPLE
7. Hand out CSEA application, ***ask them to join our union.***
8. Hand out " Union" cling (if they join).

COLLECT SIGNED CARDS BEFORE THEY LEAVE
Anyone who does not sign up, be sure to schedule a follow-up meeting with them before they leave!