

Member VS *Non-Member* representation and benefits

MEMBER

- *Legal representation*
- *Assistance in contractual & non-contractual related issues*
- *Discipline appeals to SPB*
- *Rejection on probation appeals to SPB*
- *Merit appeals to SPB*
- *AWOL appeals to CalHR*
- *Insurance & assistance services*
- *Affordable group rates & discounts*
- *Scholarship opportunities*
- *Purchasing Power*
- *Home loans*
- *Leadership & career development opportunities*
- *A voice and a vote on negotiating your contract*

NON-MEMBER

- *You only receive assistance in contract related issues, such as grievances and arbitration*
- *One-time union representation provided if you have an initial investigatory interview*
- *No representation in discipline, rejection on probation, merit or AWOL appeals*