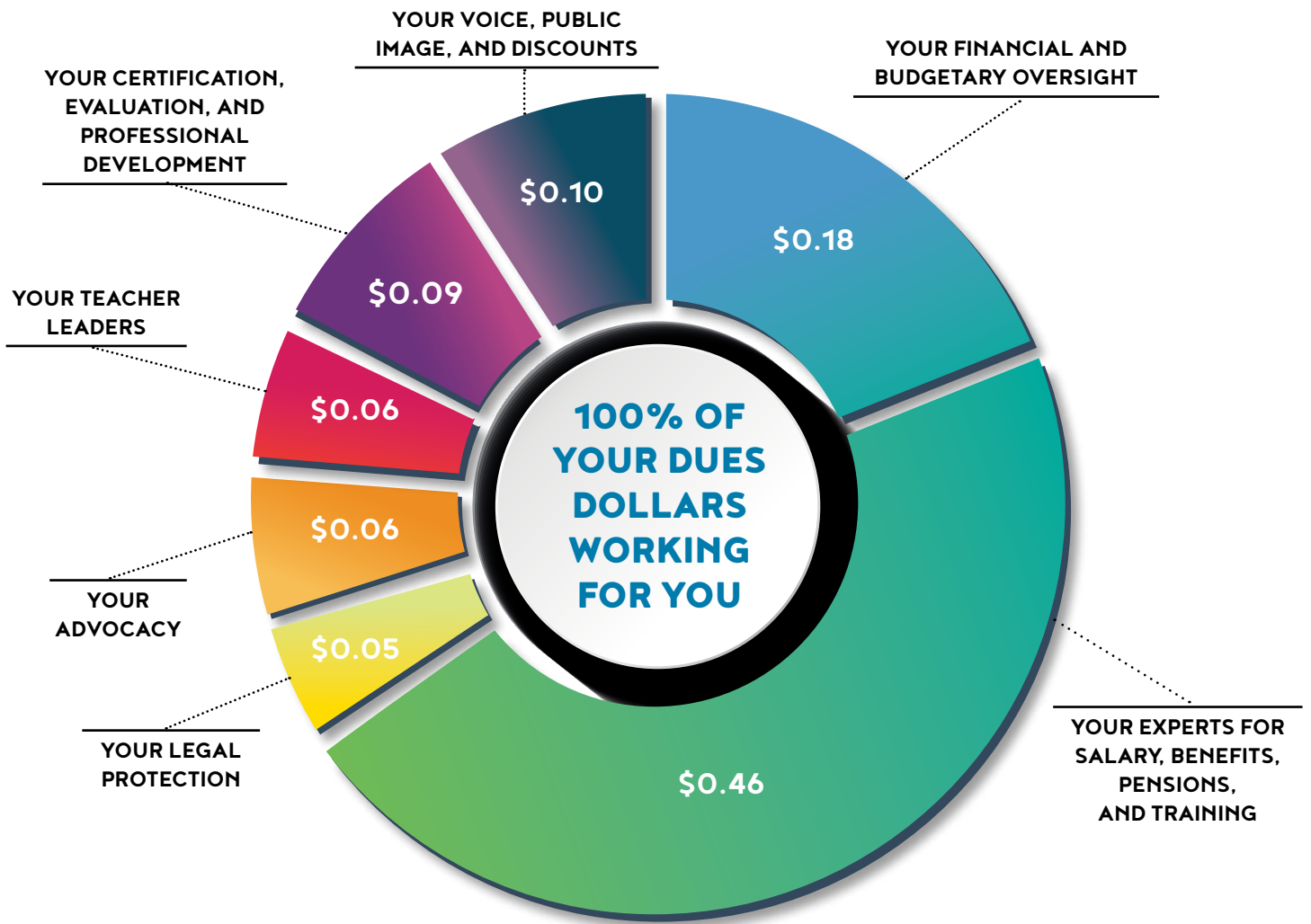


# YOUR CEA DUES DOLLARS WORKING FOR YOU

Your dues dollars are NEVER given to political campaigns or candidates



**YOUR EXPERTS FOR SALARY, BENEFITS, PENSIONS, AND TRAINING** (Affiliate Services and Member Training Department)  
UniServ staff provide support to locals with collective bargaining, organizing, preparing grievances, negotiating contracts, and contract enforcement. Also provides local, regional, and statewide training and offers information and assistance with teacher retirement.

**YOUR FINANCIAL AND BUDGETARY OVERSIGHT** (Finance, Technology, Building Operations, and Human Resources Department)  
Responsible for financial management, membership processing, property management, printing, purchasing, events planning, and IT maintenance and support.

**YOUR VOICE, PUBLIC IMAGE, AND DISCOUNTS** (Communications and Member Benefits)  
Promotes the work of teachers through online, print, and TV advertising, videos, email newsletters, social media, and website. Provides discounts and savings through CEA Member Benefits program.

**YOUR CERTIFICATION, EVALUATION, AND PROFESSIONAL DEVELOPMENT** (Policy and Research Department)  
Monitors trends that affect the teaching profession; develops policy recommendations; assists locals with teacher evaluation, certification and induction issues; provides professional development training; maintains teacher vacancy list; oversees CEA Student Program.

**YOUR TEACHER LEADERS** (Governance Department)  
Your teacher leaders on the Representative Assembly, Board of Directors, Executive Committee, standing committees and commissions, and other member involvement in policy development, services, and benefit programs.

**YOUR ADVOCACY** (Government Relations Department)  
Implements and advocates CEA's legislative agenda, and lobbies legislators.

**YOUR LEGAL PROTECTION** (Member Legal Services Department)  
Represents members and locals before courts and administrative agencies in a variety of matters involving salaries, benefits and working conditions including workers' compensation claims, enforcement of arbitration awards, tenured teacher termination hearings, unemployment compensation claims, unfair labor practice charges, and DCF cases.